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STORM OVER BENEFIT CUT FOR MINERS

'Missing £1' row halts Commons

By JAMES WIGHTMAN Political Correspondent
A GOVERNMENT announcement that the families of striking miners—and other strikers—will receive less than other people when social security benefits are increased from next Monday caused uproar in the Commons last night.

Labour MPs halted a debate on the Civil Aviation Bill to protest about the announcement—made earlier in a written parliamentary reply—that the £15-a-week deduction from supplementary benefit for strikers' families is to be increased to £16.

The change in the deduction—made because unions are deemed to give strike pay to members during disputes—will coincide with the increase in welfare payments which is made annually to counter inflation.

In the Commons Government business managers looked on in alarm during the Labour protest and news of the development was sent to 10 Downing Street in case the situation worsened.

With Labour MPs forecasting that the Government's action would only harden the resolve of the striking miners, the Government announced shortly after the Opposition protest that Mr Fowler, Social Services Secretary, would make a statement to the House later in the evening.

Payments up, says Minister

Opposition MPs were furious that the announcement had been made in a written answer by one of Mr Fowler's junior ministers, Mr Anthony Newton. The deduction from benefits for strikers' families is made irrespective of whether unions actually make strike payments to members.

Supplementary benefit for an adult dependent—such as a wife—will rise from £21.45 to £22.45. But the change in the strike deduction means that strikers' wives will continue to receive £9.45 a week plus allowances for any children.

The allowance for children currently £9.15 a week, for a child under 11, will rise to £9.60 next week.

Mr Tony Newton defended the change on Channel Four News, saying: "It's not a question of us having changed the law or having taken any action which is directed at the miners."

"There will in fact be an increase in benefits next week. There is no question of everybody losing a pound," Mr Newton said a striking

Churches urge end to violence

By CHARLES LAURENCE

CHURCH leaders yesterday urged the miners' president, Mr Arthur Scargill, to halt growing pit-strike violence by calling off mass pickets.

But Mr Scargill turned down their requests for the NUM to abide by TUC guidelines on the conduct of picketing.

He and the NUM general secretary, Mr Peter Heathfield, told the churchmen during a two-hour meeting in York that they did not accept the validity of the guidelines.

The church delegation comprised the Archbishop of York, Dr John Habgood, the Roman Catholic Archbishop of Liverpool, the Most Rev. Derek Worlock, the Bishop of Lincoln, the Rt Rev. Simon Phipps, and the general secretary of the United Reformed Church, the Rev. Bernard Thurgood.

Dr Habgood, leader of the church delegation, said they had discussed at length the implications and interpretations of the Plan for Coal which were at the centre of the dispute.

Underneath the apparently trivial argument over phrases in the plan lay a "profound difference of view," he said.

Secret 'third phrase'

The NUM leaders had mentioned the existence of a "third phrase" on the interpretation of the Plan for Coal that might produce a way forward, but he was not at liberty to discuss it.

But the church delegation stressed that the meeting had not been an attempt to negotiate with the miners' leaders.

It had been convened, after consultation with the Archbishop of Canterbury, Dr Robert Runcie, in response to a request from the NUM.

The churches' role had been solely to listen to the miners' case and they would agree to a similar meeting with the Coal Board.

Dr Habgood rejected suggestions that the church should not get involved in an industrial dispute.

"This is an area which involves all citizens, whether they like it or not, because the dispute affects us all," he said.

"We want to see an end to this dispute and we are gravely concerned about what will happen when it is over. We have a grave responsibility to heal the deep wounds in society and particularly in the mining areas. It is important that we should be in touch."

There had also been a hope that in a discussion, rather than a negotiation, possibilities of different options could occur to lead "to a more realistic negotiating position."

But the church leaders were "dismayed" by the NUM's apparent reluctance to discuss the principles of the Plan for Coal.

An NUM spokesman said the meeting had been "very constructive." Mr Scargill made no public comment.

FIRE THREATENS

500 PIT JOBS

A coal face at the strike-bound Acton Hall colliery, Featherstone, near Pontefract, has been sealed because of a fire and 500 jobs are threatened. The Coal Board said yesterday.

"This is the main production face and there is no way we can find work for all 1,200 men," a spokesman said.

1,200 POLICE USED

Mr Colin Sampson, West Yorkshire's Chief Constable, has used nearly 1,200 men to deal with growing violence at pits in his area. More than 500 have been called in to deal with trouble at the Wakefield and Northfield pits, he said yesterday.

"This is the main production face and there is no way we can find work for all 1,200 men," a spokesman said.

£130m POLICE BILL

South Yorkshire Police Authority, calling on the Government to end the miners' strike, said yesterday that the county's £130 million, and Nottinghamshire's bill was £100 million.

WHITBREAD EXPAND

Whitbread has created 1,000 new jobs by expanding from its traditional beer business into other areas of leisure, food and retailing, Mr Sam Whitbread, chairman, said yesterday. The group's pre-tax profit for the six months ended Sept. 1 was up by £7,600,000 on 1983 at £27,600,000.

FALL IN OUTPUT

Output in manufacturing industry for the third quarter of the year was nine per cent. lower than in 1979. Mr Norman Lamont, Minister of State for Industry, said yesterday.

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Mr Kinnock, Labour Party leader, and Mr Healey arriving at Moscow Airport yesterday. They were met by Boris Ponomarev (right), a member of the Soviet Politburo.

Shopping round the clock call storm

By CON COUGHLIN

SWEEEPING changes in the law to allow shops to open around the clock and on Sundays were recommended in the report of a Home Office inquiry yesterday.

The report was hailed by representatives of consumer organisations and many retailers as a charter for customers. But other traders criticised it and the shop workers' unions said the proposals would "turn the clock back several generations."

The committee of inquiry, chaired by Mr Robin Auld, Q.C., calls for the abolition of the widely-flouted Shops Act 1950, which regulates hours of trading.

Mr Brittan, Home Secretary, who set up the inquiry, welcomed the report but made it clear that action by the Government is not imminent.

In a Commons written reply Mr Brittan said: "There is widespread agreement that the present law is unsatisfactory and in need of reform. I welcome the report which we will wish to consider carefully in the light of reactions to it before reaching any conclusions."

The report's sweeping recommendations took some ministers by surprise, despite the overall backing Sunday trading reform has in the Cabinet.

Mr Brittan is expected to continue on Back P. Col 3

VICE-CHANCELLOR DIES AT DEMO

By Our Education Staff
The 61-year-old Vice-Chancellor of Liverpool University, Professor Robert Whelan, collapsed and died yesterday while addressing a peaceful student occupation of the university's Senate House.

The stilet was part of a nationwide students' "Day of Action" protesting against proposed cuts in student grants.

Nationwide protest—P6

LATE NEWS

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BUCK RE-ELECTED

By Our Parliamentary Staff
Sir Antony Buck, Q.C. MP for Colchester North, was re-elected yesterday as chairman of the Conservative backbench committee on defence spending off a challenge from Winston Churchill, MP for Daventry.

Today's Weather

GENERAL SITUATION: Strong S.W. airstream will spread to all areas while frontal trough moves erratically over S. Britain.

LONDON, MIDLANDS, E. ENGLAND: Bright intervals, rain at times, clearing later. Wind S.W. fresh or strong. Max. 52F (11C).

S.E. COAST, S.W. ENGLAND, CHANNEL IS., S. WALES: Rain at times. Wind S.W. strong or gale. 53F (12C).

E.N. ENGLAND, S. SCOTLAND, N. WALES, N. IRELAND: Sunny intervals, scattered showers. Wind S.W., fresh or strong, locally gale. 50F (10C).

S. NORTH S.A., SPRAAT OF DOVER, SW. CH. (S.), S. FRANCE'S CH.: Wind S.W. gale force 8 or severe gale 9. Sea very rough. Irish Sea: S.W. 6-7 or gale 8. Very rough.

OTTERCO: Sunny spells, showers, windy.

Weather Maps—P4

Anger in France over Gaddafi's troops in Chad

By MICHAEL FIELD in Paris

FACING a barrage of criticism in the National Assembly, M. Laurent Fabius, the French Prime Minister, yesterday tried to convince deputies that his Government would take all necessary steps to see that Libya withdraws its troops from Chad.

The criticism reflected the widespread feeling in France that President Mitterrand had made a serious mistake in going to Crete last week to meet Col. Gaddafi and taking his word that Libyan troops had pulled out.

It is widely felt that President Mitterrand and his foreign minister, M. Chirac, have been made to look ridiculous in the eyes of international opinion.

The Defence Ministry had dubbed as "fantasy," a report published yesterday in the independent socialist daily *L'Humanité*, that there were still 5,000 Libyan troops in Chad. The report was compiled from several sources by the National Defence Secretariat, an intelligence assessment section, which said that there were also 80 tanks, seven helicopters and some missile batteries.

But the Ministry insisted that this information had come from American sources and was considered exaggerated by the French General Staff.

ETHIOPIAN STARVING AIRLIFTED

By R. BARRY O'BRIEN in Addis Ababa

A MASS movement of people from drought-stricken regions of North Ethiopia to more fertile areas has been started by the Marxist military regime, with an airlift of peasants and their families by Soviet Aeroflot transport planes.

Soviet-piloted Antonov-12 cargo aircraft have been flying families from the airfield at Addis Ababa to Tigre province to the north.

They are being taken on from there by bus to Wollega and Genu Gofa provinces west and south-west of the capital.

Diplomatic sources in Addis Ababa said yesterday that 3,000 people had so far been airlifted in the opening stage of a programme to move half a million from Tigre, Wollega and other northern districts to the west and south of the country.

Families are also being moved by bus convoys from Wollega province south of Tigre. Ten busloads of families travelled from Addis Ababa to the road between Assab and Dessie at the weekend, diplomatic sources said.

The planned resettlement areas are in six provinces bordering Sudan, Gondar, Gojjam, Wollega, Illubabor, Kaffa and Genu Gofa.

These lowland areas are more fertile and less populated than the Ethiopian highlands ravaged by drought. But they are infested by malaria and the tsetse fly which do not reach the highland areas.

The migration has aroused concern among Western observers in the Ethiopian capital who said there appeared to have been no reception facilities for families on arrival in Wollega and Genu Gofa.

"We don't want to see a situation where families are

Continued on Back P. Col 4

10 JUMP SHIP IN ROTTERDAM

By Our Correspondent in The Hague

When the Polish liner *Stefan Batory*, 15,044 tons, left Rotterdam last night on its return voyage to Gdansk, 10 Polish passengers had jumped ship and asked for political asylum in Holland.

More than 200 passengers had already stayed behind in Hamburg, the holiday liner's first port of call before visiting the Netherlands. It left Poland with 618 passengers.

Bonn calls off visit—P4

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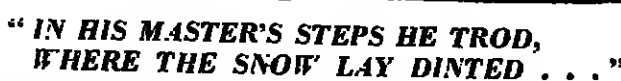
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the account of "new
plants and returning

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dispute was the more nationally important in economic terms, was injured when his car hit a pillar near High Wycombe.

Later Chief Supt. Hammond was injured when his car hit a pillar near High Wycombe, Bucks.

JANNEAU
Very Old Armagnac Brandy

	Normal working	Some coal	More work as a rule
Scotland	—	2	7
N. East	—	—	13
N. Yorks	—	—	9
Doncaster	—	—	6
Barley	—	—	10
S. Yorks	—	—	12
N. Derby	—	6	5
Notls	25	—	—
S. Mids	11	1	5
Western	9	5	5
S. Wales	—	—	5

	Normal working	Days lost	New work on road	Men on strike	Men re-joining	Total men on strike	Wages lost
Scotland	—	2	—	130	1,530	1,660	125s.
N. East	—	—	75	7	133	215	16s.
N. Yorks	—	—	9	—	247	1,984	202s.
Doocast	—	—	6	4	4	10	15s.
Barndley	—	—	10	6	18	547	132s.
N. Yorks	—	—	12	5	109	1,171	136s.
N. Derby	—	6	5	—	131	4,078	100s.
Notts	25	—	5	—	131	28,200	500s.
S. Mids	11	1	5	—	12	3,328	140s.
Western	9	5	5	—	90	10,749	195s.
Wales	—	—	5	25	7	108	18s.

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MENTAL PATIENT ON RUN DROVE PRISONERS' VAN

By T. A. SANDROCK Crime Correspondent

AN escaped mental patient driving a private taxi was hired to transport prisoners from a remand centre to court it was disclosed yesterday by the Prison Officers' Association.

The man drove on both sides of the road, never got out of second gear, and repeatedly stalled the vehicle, a minibus.

The prisoners, escorted by prison officers, were to have been taken from Ashford remand centre, Middlesex, to Cheshunt Magistrates' Court, Hertfordshire.

The prison officer in charge noted the driver's erratic behaviour and thought it would be safer to return to the remand centre.

But when the driver was asked to turn the van round, it took him 15 minutes to do a three-point turn. Later inquiries revealed that the man, hired on Aug. 15 this year, had absconded from a mental hospital.

Door fell off

On another occasion, 11 days later, a private taxi company provided Ashford remand centre with a van to take prisoners to Luton Magistrates' Court.

The van was in such poor condition that when it drew up outside the court the officer in charge opened the sliding door, it fell off.

The Prison Officers' Association made the disclosures as the Home Office investigated how two dangerous prisoners escaped from a prison van at Reigate, Surrey, on Tuesday.

Scant checks

The association said the incidents show the need for more money to be spent on special secure prison vans.

A spokesman said the Prison Department made "very scant" checks on vehicles and civilian drivers hired to transport prisoners.

"The financial constraints placed upon the prison service pose a very real and terrifying threat to the safety of the general public and to the lives of prison officers," he said.

Escape 'plotted at Parkhurst'

By Our Crime Correspondent

THE ESCAPE of two dangerous criminals from a prison van at Reigate, Surrey, was plotted at Parkhurst, Isle of Wight,

Pc's hunch traps gang of drug smugglers

By COLIN RANDALL

AN international drug-smuggling ring was smashed after an observant village P c, MICHAEL MAYNARD, became suspicious of a man who spent months at a time away from his West Wales cottage and returned sun-tanned.

ALCOHOL A 'THREAT TO FOETUS'

By Dr K. C. HUTCHIN Medical Consultant

WOMEN should not drink alcohol during pregnancy, a conference of doctors, nurses, health visitors and social workers was told yesterday.

Dr P. J. M. DAVIES, a Warwickshire G.P., told a meeting organised by the Northants Council on Alcoholism that high-level drinking—averaging 90 millilitres daily—was a major risk to the foetus.

Even half that amount, an average of three drinks a day, risked a high percentage of congenital abnormalities in babies, he said, reporting on the results of a study of 1,000 pregnant women.

Of the 1,000 babies born to the women in Dr Davies's study who drank an average of 20 ml (one or two drinks) daily, eight had congenital abnormalities. In the non-drinking group of mothers only one had a congenital abnormality.

Dr Davies emphasised that further research is necessary on larger numbers of cases but on the findings so far it appears that women should be advised not to drink during pregnancy.

Rationing plea

One hundred and fifty Swedish professors of medicine called yesterday for alcohol rationing in Sweden to combat what they see as the unacceptable damage caused by excessive drinking.

The professors said up to half a million Swedes out of a population of 8,500,000 misused alcohol, while up to 7,000 died every year as a result of alcohol abuse.—Reuters.

MEMORIAL TO Wpc

By Our Crime Correspondent

A cherry tree was planted in the gardens of St James's Square, yesterday in memory of Wpc Yvonne Fletcher who was murdered outside the Libyan People's Bureau in April.



A good try—Mr Derek Reddin-Clancy who used his London Irish rugby skills to catch a prisoner on the run.

Open file on murder of Saudi Arabian girl

THE file remains open on the murder of a Saudi Arabian girl whose lower torso and legs were found in a plastic bag under a Rolls-Royce in Marylebone, Det. Chief Supt. GEORGE NESS told a Westminster inquest yesterday.

Dr PAUL KNAPMAN, Westminster Coroner, recording an open verdict, said he could not establish how or when SUHA YOUNIS HAWA, 15, died, or who killed her.

The remains were found in Duxford Street on Sept. 7 by Mrs Christine Baudhuin, a BBC employee. The rest of the body has not been found.

Suha disappeared on Aug. 25 while staying with her uncle, Mr Mohammed Hawa, 42, and his wife, Jamana, 52, in a flat in New Cavendish Street, Marylebone.

Det Chief Supt Ness said the uncle and aunt flew to the Middle East at the same time and he believed they were still in the Middle East.

"Until they can be found, the murder file will remain open," he said.

'Still alive'

Mr SHUAIB FARIS, commercial manager of Hawa Trading, the girl's family business, said the family still believed Suha was alive.

He said the uncle and aunt had not been in touch with the family for about 2½ months, but he had received information of a kidnap plot involving them and the girl.

He had heard that the three were kidnapped, and the uncle and aunt had been released while Suha was kept for a ransom of £500,000.

A neighbour in the Marylebone flat, Mrs RUTH SPICER, said she last saw the girl on Aug. 24. The next evening she heard noises on the landing, and through a spy hole in the door, saw the girl's uncle and aunt "fooling around" with plastic sacks.

Mr TERENCE ROCKALL, a Scotland Yard prints expert, said he identified the body as Suha's by matching footprints from the flat.

Prof. KATH SIMPSON, pathologist, said the body had been severed at the waist, possibly with a knife. The girl had not been sexually interfered with.

PARENTS 'SPOIL' PRIMARY-AGE CHILDREN

By Our Education Staff

Many parents cosset their young children so much that they go to school incapable of dressing themselves, doing up their shoelaces or having a simple conversation, teachers have told a M P's committee on education.

The Assistant Masters' and Mistresses' Association told the Select Committee on Education that good nursery classes were vital for every primary school if young children were to learn simple social skills.

Earlier this year, AMMA produced a report based on a questionnaire sent to a cross-section of primary school teachers which noted a "marked deterioration" in children's general behaviour on entering school, over the past five years.

COUPLE CHARGED WITH MURDER

A couple were remanded in custody for a week by Exeter magistrates yesterday accused of murdering Miss Eunice Flashman, 78, an eccentric spinster nicknamed "The Witch" because of her taste for black clothes.

Kevin Cavey, 25, and his wife Margaret, 30, live at the same house in Mooks Road, Exeter, where Miss Flashman was found dead in her bed after last week.

PLANE FOUND

The wreckage of a small plane missing for 36 hours was found yesterday near the summit of a 1,500-foot hill eight miles south of Inverness Airport. The body of the pilot, Mr Donald Walker, 50, from Tonbridge, Kent, was still strapped to his seat.

Rugger man disarmed escaper

A FORMER London Irish rugby centre three quarters, Mr DEREK REDDIN-CLANCY, chased a man escaping from a prison van for a quarter of a mile through West End streets, an Old Bailey judge heard yesterday.

Despite being threatened with death by the knife-wielding escaper, Mr Reddin-Clancy, 35, cornered and disarmed him.

Mr Reddin-Clancy, an estate agent and survivor of Benllynch Street, Marylebone, was praised by Judge Raymond Stock, Q.C. for his "presence of mind and courageous spirit" in



Kidnapper George Panae slipped his handcuffs.

helping to capture GEORGE PANAE, 31, of Dunston Road, Battersea, who admitted escaping from custody and assault.

Panae was given a 12-month sentence to run concurrently with an 18-year term he is at present serving for kidnapping.

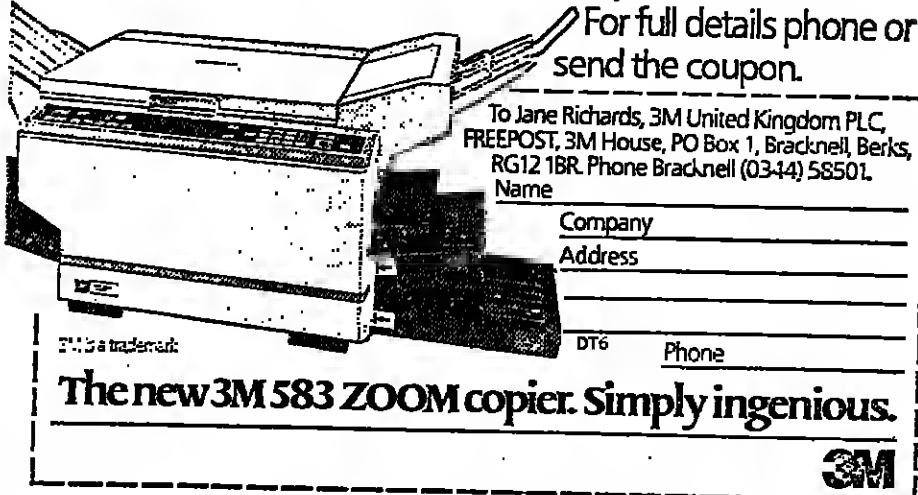
The court was told that eight days before being sentenced at the Old Bailey last December, Panae slipped his handcuffs and leapt from a prison van in Bayswater using a knife made out of a sharpened saucepan handle to slash two prison officers.

Mr Reddin-Clancy saw Panae fleeing and chased him, cornering him and wrestling the knife from his grasp.

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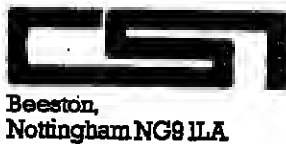
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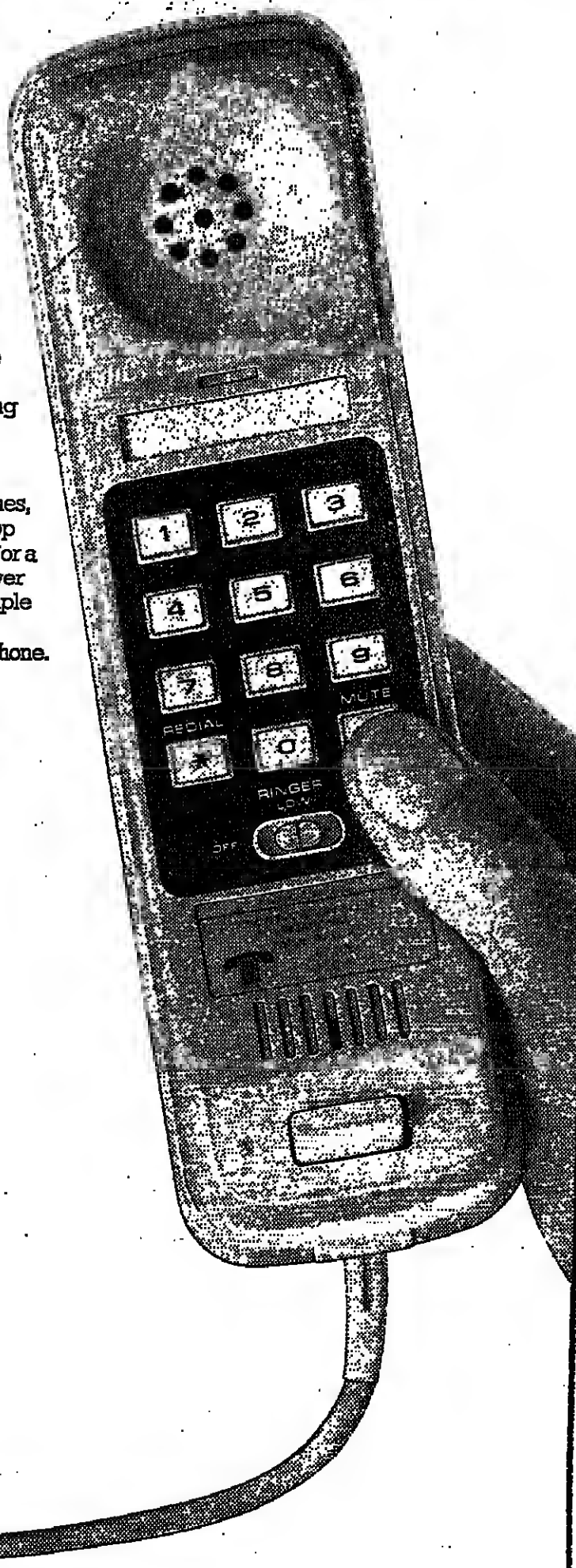
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BONN MINISTER CALLS OFF WARSAW VISIT

By MICHAEL FARR in Bonn

HERR GENSCHER, West German Foreign Minister, called off a planned three-day visit to Poland early yesterday only hours before he was due to begin what would have been the first trip to Warsaw by a Nato foreign minister since the military crackdown three years ago.

The abrupt postponement is a blow to Herr Genscher's efforts to rekindle East-West dialogue, and to the attempts of Gen. Jaruzelski, the Polish leader, to bring his country out of political isolation.

The Bonn Foreign Ministry blamed impossible conditions set by Warsaw and said it hoped the visit could take place when circumstances were more favourable.

A Foreign Ministry statement said: "Conditions having arisen that made a postponement of the visit necessary in the interest of reconciliation and normalisation."

It cited three reasons for the decision:

- 1-Warsaw's refusal to grant a visa to the West German conservative daily Die Welt.
- 2-Refusal to accept Herr Genscher's request to lay a wreath at a German war cemetery.
- 3-The "public warning" given by the Polish government spokesman that Poland did not want Herr Genscher to visit the grave of the murdered pro-Solidarity priest Father Jerzy Popieluszko.

The Polish Government had criticised strongly the visit to the priest's grave by Mr Malcolm Rifkind, Minister of State at the Foreign Office, during his trip to Warsaw earlier this month.

This attitude was taken in Bonn as a principal sticking point regarding Herr Genscher's visit.

At a Press conference in Vienna, which he was visiting for the day, Chancellor Kohl said that the denial of a visa for the Die Welt correspondent, who would have been one of 49 German journalists travelling

with Herr Genscher, amounted to an unacceptable "selection of journalists."

This had not happened during his visit to Moscow in July, 1983, nor had he been denied permission to visit the graves of German war dead, Herr Kohl said.

It was "quite normal" for a German statesman to want to pay his respects at a German war cemetery and it was "incomprehensible" that the Polish Government had not given permission, he added.

Herr Kohl, who is to visit Washington next week, and Chancellor Sinowatz of Austria, who is to visit the Kremlin this weekend, compared notes on East-West relations and their hopes for a revival of a dialogue between the superpowers following President Reagan's re-election.

Chancellor Kohl regretted yesterday that Herr Genscher had been forced to postpone his Warsaw visit.

MORE POLES DEFECT

Total nears 300

A further 95 Polish tourists have jumped ship at the West German Baltic port of Lübeck-Travemünde on the border with East Germany, frontier police in Flensburg reported yesterday.

They failed to return when the Polish passenger ship Rogalin docked at the port last Friday. It was due there again last night on the return leg of a trip to Copenhagen.

On Monday night nearly 200 Poles failed to return to the cruise liner, Stefan Batory, 15,000 tons, after three days sightseeing in Hamburg. More than 100 have so far applied for political asylum and the rest are expected to do so in the next few days.

The West German authorities said that the Rogalin was carrying about 400 passengers when it arrived at Lübeck-Travemünde. She sails twice weekly from Poland to Copenhagen via the West German port.

Last year 500 Poles travelling on the Rogalin stayed behind in West Germany.

Gromyko to see Shultz in Europe

By DAVID SHEARS in Washington

MR SHULTZ, Secretary of State, is likely to meet Mr Gromyko, his Russian counterpart, in Europe early next year to discuss resuming super-power talks on arms control, well-placed sources in Washington said yesterday.

There was no immediate confirmation of reports that President Chernenko had proposed such a meeting in his note delivered to Washington on Saturday.

But the foreign ministers' encounter is described as "probable" and it would provide an opportunity to break some of the ice in East-West relations.

American officials responded with some scepticism yesterday to the idea floated in Sydney that Australia should act as a mediator in reviving arms control talks.

One American described the remarks by Mr Bill Hayden, Australia's Foreign Minister, to this effect as a "smart political move" in the light of the Australian election on Dec. 1.

Mr Hayden said that high-level American and Russian officials would be visiting Australia early in the New Year for separate talks on arms control.

A White House spokesman confirmed that President Reagan was prepared to send a team of experts to Australia in response to an approach by Mr Hawke, the Australian Prime Minister.

But there would be no joint meetings there with a visiting Russian delegation, and "there is no third-party mediation role in this," the spokesman added.

Testing in Pacific

Mr David Emery, Deputy Director of the United States Arms Control and Disarmament Agency, will visit Australia, New Zealand and Japan.

He will doubtless discuss such matters as the sensitivity of all three countries to nuclear testing in the Pacific, but this visit does not seem to involve the high-level talks Mr Hayden has in mind.

On the direct American-Soviet level, the idea of an early Shultz-Gromyko meeting has been a topic of speculation for some time.

Informed sources are now saying it is unlikely that the encounter will occur in Moscow, as earlier believed.

Instead the two foreign ministers are expected to confer at some other European venue, and their discussions are unlikely to launch into the wide-ranging "umbrella" approach to arms control that Mr Reagan has suggested.

Russia has shown some interest in the "umbrella" strategy, whereby the negotiations could be placed on a broader context. But it is not yet clear whether Moscow has accepted this all-embracing approach.

The "umbrella" agenda would cover strategic arms, medium-range arms, conventional forces in Europe, space weapons, chemical weapons, and so-called confidence-building measures.

AUSTRALIAN TALKS

Invitations accepted

Our Melbourne Correspondent writes: American and Russian officials will visit Australia next year for discussions on arms control and disarmament, and Mr Bill Hayden, Foreign Minister, forecast that the talks were likely to take place in March or April.

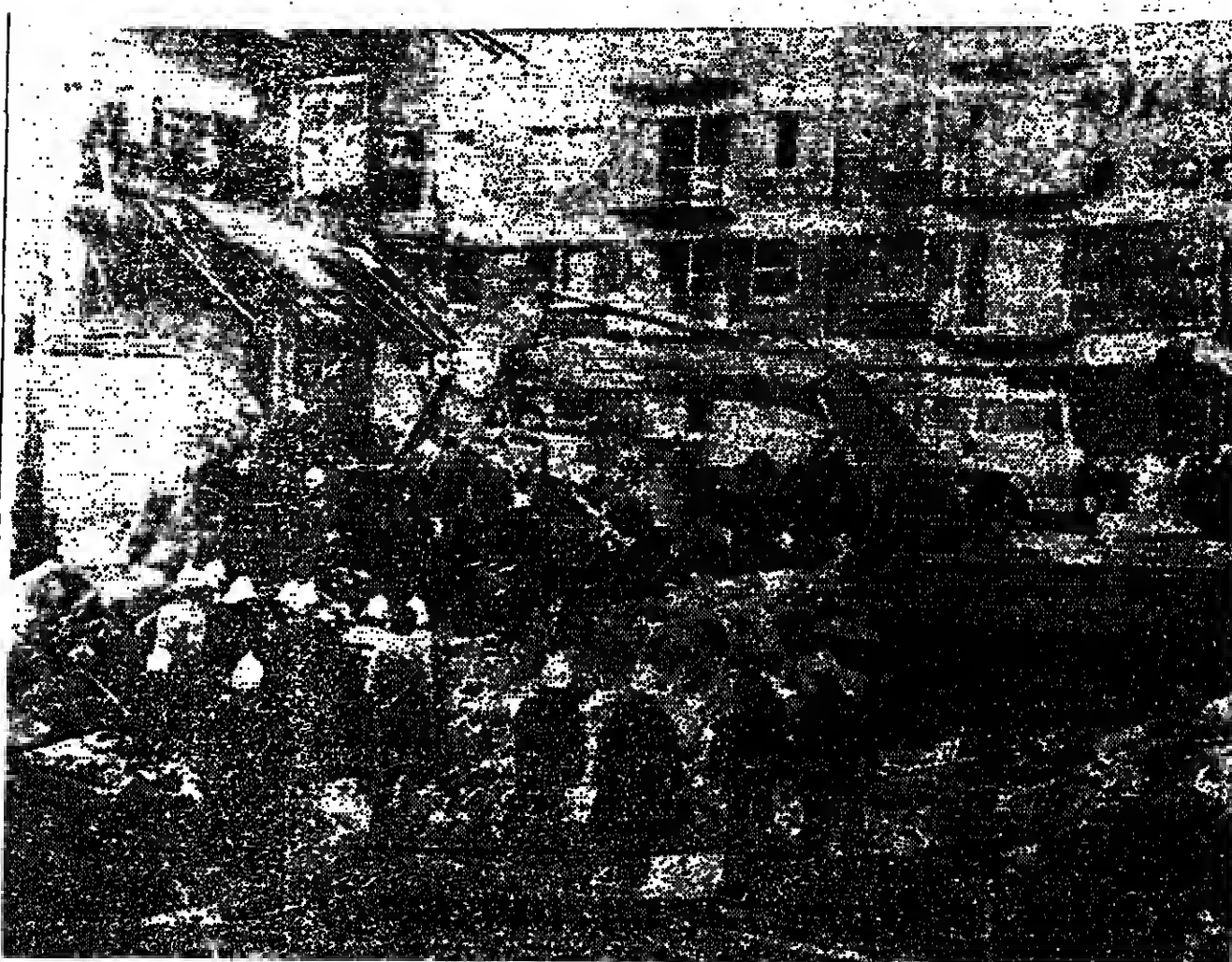
The surprise announcement will do much to neutralise the anti-nuclear splinter parties which have been causing political concern. It should regain for the Labour party some of the ground lost to the Nuclear Disarmament party and the Democrats.

Mr Hayden said that both the United States and the Soviet Union had indicated a desire to reduce tensions and a "wish to start developing waves of coming together for dialogue."

Mr Hawke, Prime Minister, had written to President Reagan suggesting the form and had received a reply accepting the invitation on Sept. 21. Moscow had replied accepting the invitation last Monday.

ZOLA DECISION DAY

Zola Budd, 18, the South African athlete who ran for Britain in the Los Angeles Olympics, will announce her final decision in Cape Town tomorrow about her running career.



Rescuers searching for victims yesterday after a first-floor classroom with 23 10-year-old children collapsed like a pack of cards on to a room below in which a similar number of nine-year-olds were preparing for morning lessons at Our Lady of the Angels school at Kortrijk, Belgium. Three children of the school, where excavations for an extension are believed to have shifted the foundations, were dead on arrival in hospital. Sixteen others were detained.

GENERALS SUE FOR LIBEL

By IAN BALL in New York

TWO generals with reputations for toughness, Israel's Ariel Sharon and America's William Westmoreland, were back in the witness box in New York yesterday pressing their separate libel actions.

At stake are military honour, journalistic reputations, and large sums of money.

Gen. Sharon is suing TIME magazine for \$50 million (\$39.6 million) over a report that suggested he had instigated the 1982 massacre of Palestinians in two refugee camps near Beirut.

Gen. Westmoreland, 70, American Commander in Vietnam at the time of the Tet offensive in January, 1968, is seeking \$120 million (\$95.2 million) in libel damages from CBS Television over a documentary that claimed he deliberately deceived President Johnson on Communist troop strengths.

Wife weeps

Controlling his emotions with difficulty, Gen. Westmoreland spoke of his "humiliation" following the airing of the CBS documentary in 1982. At times his face flushed, and in the public gallery, his wife went softly.

His own children had expressed astonishment and disillusion at the airing of the charges aired against him by Mike Wallace, the CBS correspondent on the top-rated "60 Minutes" programme.

He seemed especially agitated when his lawyer showed him a copy of a newspaper cartoon published just after the documentary was shown.

In the drawing, a military figure labelled "Westmoreland" pressed a smoking automatic rifle as he looked down on three bodies labelled "Duty", "Honour" and "Country", the West Point Military Academy's motto.

Under cross-examination by a lawyer representing TIME magazine, Gen. Sharon said he had approved of sending Lebanese militiamen into the refugee camps where hundreds of civilians died in a massacre.

But he said he had not expected the massacre to take place because there had been no mass killing of civilians since the Israeli armed forces had moved into Lebanon three months earlier.

SEA OIL OFFER

BY CHINA

China is offering foreign oil companies the chance to begin bidding on more of shore areas in the Eastern Yellow Sea basin, the Pearl River mouth basin in the South China Sea and parts of the Yellow Sea.

According to Chen Bingqian, spokesman for China's oil corporation, the area has good oil and gas potential. Peking still had to decide if a contract fee of one million dollars would be demanded, as previously stipulated.

Giscard blamed over 'sniffer plane' scandal

THE former French President Giscard d'Estaing acted unconstitutionally in not briefing his prime ministers about a secret oil prospecting scheme which turned out to be a fraud, a Parliamentary panel in Paris concluded yesterday.

The investigating committee also said the former Prime Minister, Raymond Barre, bore heavy responsibility in the costly "sniffer planes" scandal for hiding the facts from key Government ministers.

But the 50-member panel said the French state oil company Elf, which from 1978 to 1979 sank nearly 400 million francs (\$35 million) into the bungled scheme, could be largely excused for its decision to try any means to boost energy reserves during the world oil crisis.

The money has not been found and the newspaper LE Monde commented yesterday that while the Parliamentary report shed new light on the affairs it had failed to solve a major enigma - what happened to the money?

Publication of the panel's 650-page report yesterday followed a six-month investigation of a cover-up of the scheme, in which the so-called "sniffer planes" were supposed to revolutionise prospecting for oil and gas by detecting deposits from the air.

Kept in dark

"Without the consent of Giscard, the sniffer planes affair would not have occurred," the panel chairman, M. Jean-Pierre Michel of the Socialist party, told reporters.

He said Giscard infringed the French constitution by failing to inform Prime Minister Jacques Chirac when he told Elf to go ahead with the scheme in June, 1976, and by keeping Barre in the dark from August, 1976, when he took over, until October.

Article 19 of the constitution requires that all acts of a French President be countersigned by his Prime Minister. The report discount Barre's contention that reasons of state required the scheme be kept secret.

Espionage links

The report expressed regret that M. Philippe de Wick, President of the Union des Banquiers Suisses, who master-minded a web of intricate financial transactions between Elf and the scheme's Belgian inventor, Count Alain de Villegas, had refused, as a Swiss, to testify.

Giscard, supported by President Mitterrand, used a constitutional clause to avoid testifying.

The committee said de Villegas, who also declined to testify, should make up Elf's losses from his personal wealth.

CAIRO 4 MAY FACE EXECUTION

By SIMON INGRAM in Cairo

FOUR men, including two Britons, detained after a Libyan-backed assassination plot in Cairo back-fired, could face the death penalty if found guilty at their trial.

Charges have yet to be brought against the four, but the Chief State Prosecutor said yesterday that charges of espionage, conspiracy to murder and international bribery were being considered.

Spying alone is a capital offence under Egyptian law. Meanwhile, it was also learned yesterday that the gang allegedly proceeded with plans to kill Mr Bakoush, the former Libyan Prime Minister, fully co-conspirators were, in fact, plainclothes police officers.

This latest disclosure was made by the commander of the counter-intelligence unit that foiled the gang (and later Col Gaddafi himself) into believing that Mr Bakoush had been shot dead.

The newspaper AL AHRAM said the unnamed commander and his men succeeded in convincing the alleged would-be assassins that a senior intelligence officer was willing to help them kill Mr Bakoush in return for \$150,000 (£121,000).

Israel accused

Lebanon demands date

Lebanon yesterday accused Israel of trying to torpedo negotiations for the withdrawal of Israeli forces.

Brig. El Hajj, Lebanon's chief delegate at the fourth session of talks with Israel, at Nakoura, presented a list of 15 conditions, including a demand that Israel fix a date for the withdrawal of its forces.

Brig. Amos Gilboa, Israel's chief delegate, again presented the Israeli proposal for deployment of United Nations forces south of the Awali River which would be evacuated by the Israelis.

Israel could not allow the Lebanese Army to be the chief guardian of the Israeli border against terrorism because this Army was unreliable, he said.

Luce presses Baghdad on jailed Britons

By JOHN BULLOCH in Baghdad

THE case of two Britons jailed in Baghdad is to be raised today when Mr Luce, Minister of State in the Foreign Office, meets President Saddam Hussein of Iraq.

In two days of talks he has already had during his visit to the Iraqi capital, Mr Luce has told Mr Tariq Aziz, Foreign Minister, of Britain's deep concern over the two men.

John Smith, 42, managing director of Heston & Dennis, a Surrey firm of specialist vehicle manufacturers, has been in prison for more than five years after being found guilty of trying to bribe officials to get a contract.

Donald Rasper, 67, was arrested in 1980 and sentenced to 20 years on espionage charges. The two men are being kept in separate prisons.

Killer's release

In the past Iraq has made clear that it wants the release of Salim Hassan, an Iraqi serving a life sentence in Britain for murdering a former Iraqi Prime Minister living in London in the past.

Palestinian student shot dead

By MAIER ASHER in Jerusalem

ONE Palestinian student was killed and six were wounded at Birzeit University on the West Bank of the Jordan when Israeli troops fired on student demonstrators yesterday.

An Israeli officer was seriously wounded in the head by a rock thrown by the students, an Israeli spokesman said.

The students were supporting Yasser Arafat and the Palestine National Council meeting which opens in Amman today.

The West Bank disturbances started a few days ago with the announcement of the council meeting. Violence flared between supporters of Arafat and his opponents.

A thousand students at Birzeit started a demonstration yesterday, burning tyres, blocking the main road and attacking Israeli Public Works Department employees.

Israeli troops who intervened to open the road came under a barrage of rocks, according to the military spokesman.

The troops first fired into the air and when that was not sufficient, fired into the students, killing Shamir Khalif from Khan Yunis and wounding six others.

The students harried themselves inside the university and the Commander negotiated with the Rector for their evacuation.

The town of Birzeit looked like a besieged fortress, with deserted streets and drawn shutters after a curfew was imposed.

The Governor of the West Bank claimed the riots were expertly prepared. The students had placed water containers on the roofs of neighbouring buildings to throw at soldiers who fired tear gas.

He has asked for the closing of the university.

The Governor, testifying before the Knesset Foreign Affairs and Defence Committee, said some 2,000 anti-Israeli books had been confiscated at universities on the West Bank, which had become centres of violence.

Left-wing Israeli artists and singers performing before the Arabs were among causes of anti-Israeli incitement which led to violence, he said.

ISRAEL ACCUSED

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BASQUES SHOOT GENERAL IN ETA REVENGE

By TIM BROWN in Madrid

THE troubled Basque region of Spain prepared for a general strike today and possibly more bloodshed as a further terror shooting yesterday followed the gunning down of an ETA separatist leader.

Today's strike is in protest at the killing of the paediatrician Dr Santi Brouard, 64, shot down on Tuesday by two Right-wing gunmen in front of patients at his consultancy.

CRACKDOWN ON MILK OUTPUT

By ALAN OSBORN
Common Market
Correspondent in Brussels

THE Common Market Commission, faced with growing abuse of new regulations to control milk production, announced yesterday a tough crackdown on member governments which fail to apply proper controls.

Britain is unlikely to be a subject of the strictures. EEC officials said yesterday that British farmers had generally respected the production disciplines and the Government had faithfully monitored the scheme.

But there is growing evidence that farmers in France are continuing to produce milk well in excess of the limits established earlier this year in an effort to control the Community's huge dairy surplus.

The EEC scheme establishes production quotas for each country. Output beyond the set limits is to be penalised by payment of a "superlevy."

French delay

France has sought a postponement until February of the payment of the "superlevy" on the grounds that for practical reasons it is impossible to administer the country's thousands of small dairy farmers.

But the Commission said yesterday there would be a delay only until the middle of next month. It would then expect to collect the levies due for April to September this year, and any country which failed to deliver could expect legal action against it in the European Court of Justice.

Brussels officials said a delay in collections until next year could encourage farmers to believe the policy would never be applied. "It is a question of the whole credibility of the controls," said one official.

Besides France, there is thought to be inadequate policing of the system in Italy, Luxembourg and Ireland.

Mr Jopling, Minister of Agriculture, said last week that Britain would not hand over its levies until it was satisfied that the quotas were being fairly applied throughout the Community.

RUSSIANS GO HOME

By OUR GENEVA CORRESPONDENT
Two Russian soldiers interned in Switzerland for two years after capture in Afghanistan, chose to fly home yesterday by arrangement with the Red Cross.

Ganges plain site for bitter Gandhi battle

By DAVID GRAVES in Amethi, Uttar Pradesh

FOUR HUNDRED miles south-east of Delhi, on the edge of the great Ganges plain, the bitter divisions that have split the ruling Gandhi family will be enacted in public from now until next month's general election.

SCHOOLBOYS 'SHOT AT SURVIVORS'

By VILMA WIMALADASA in Colombo

SCHOOLBOYS swarmed into the Sri Lanka police station devastated by a bomb blast, picked up guns and shot at survivors, it was claimed yesterday.

At least 29 police are now known to have been killed in the Tamil separatist attack on the building in Chavakachcheri in the northern region of Jaffna. Up to 15 guerrillas died.

One survivor, Insp. Subramaniam, in hospital in Colombo said that an hour after the main attack a group of about 60 children, aged from 13 to 16, stormed into the compound, snatched weapons from police trapped in the rubble and shot at them.

The children in the region's school uniform of blue shorts and white shirts, also threw petrol bombs, he claimed.

The raid, involving 250 guerrillas, started when a youth told the sentry he wanted to report the loss of an identity card.

Army manhunt

When the sentry opened the gate, rebels dressed in military uniforms rushed in and opened fire. A truck driven into the compound then exploded, destroying the building.

About 500 people, mainly Tamils, died in a wave of violence last year after guerrillas killed 13 Sinhalese soldiers.



Famine victims languishing at Alamata camp in northern Ethiopia - two hours before it was captured by rebel troops.

Bitov back writing for Moscow paper

By NIGEL WADE in Moscow

OLEG BITOV, the Soviet journalist who claims he was kidnapped to Britain and escaped, has resumed normal duties for Moscow's weekly LITERARY GAZETTE.

A signed review of Norman Mailer's writing on a summer visit to the Soviet Union appeared yesterday.

Mr Oleg Prudkov, an official of the newspaper's foreign relations department, said Mr Bitov was working regularly.

He was no longer foreign cultural editor, his former position, but an observer in the foreign affairs department.

Asked where Mr Bitov could be reached for interview, Mr Prudkov said he would have to speak to him and could not reply immediately.

British 'captors'

Bitov, 52, defected from the Venice Film Festival in September last year and returned home two months ago. He later denounced his British intelligence "captors" and wrote articles alleging he was unwillingly kept in Britain and forced to write critically of Russia.

Mr Prudkov confirmed that yesterday's review of a Norman Mailer article, in the American PARADE magazine, was Bitov's first contribution since his series of "exposés."

In style and content the item was similar to articles he used to write about foreign litera-

ture. And Tass published a précis of the feature as if to draw attention to his return to routine work.

But the possibility cannot be excluded that it was placed as a deliberate canard intended falsely to suggest Bitov will not, after all, be punished for his flight.

Western observers expected him to drop from sight, possibly into a labour camp, after his melodramatic news conference and serialised articles accusing British intelligence of abduction and torture.

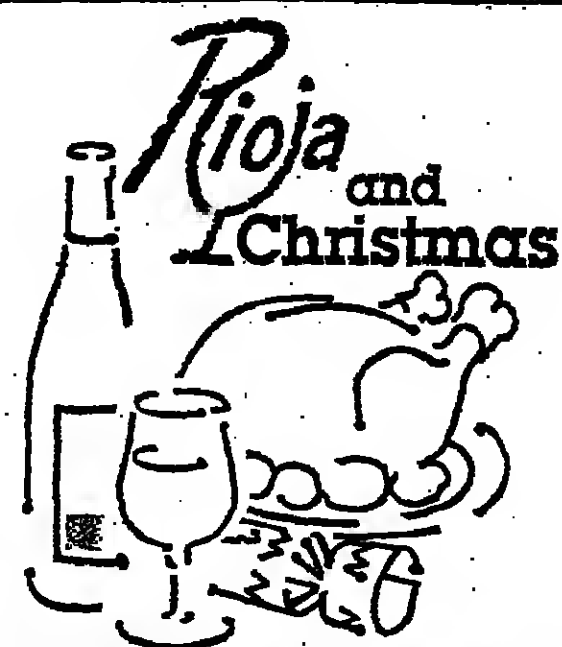
The allegations were seen as a price Bitov had to pay to be reunited with his family, particularly his daughter. But his paper never called him a defector and has always publicly insisted on the "kidnap" story.

Previous attempts to contact Bitov directly have been unsuccessful.

DEATH RUMOURS SWEEP DELHI

The New Delhi office of India's President Singh yesterday denied reports sweeping the capital that the President had been shot.

The rumours were "absolutely baseless," said a spokesman, and the authorities warned of stern action against anyone spreading the stories. — Reuters



At Christmas the tradition is of course Roast Turkey, but many choose Goose, Chicken, Duck, Beef or Game. Whatever the fare, hot or cold, drink a delicious Rioja wine, a velvety red or a dry fruity white. Don't forget those working in the kitchen! A glass of Rioja whilst preparing the family feast is always appreciated. Explore the wonderful wines of Rioja and find a quality and value that is unequalled.

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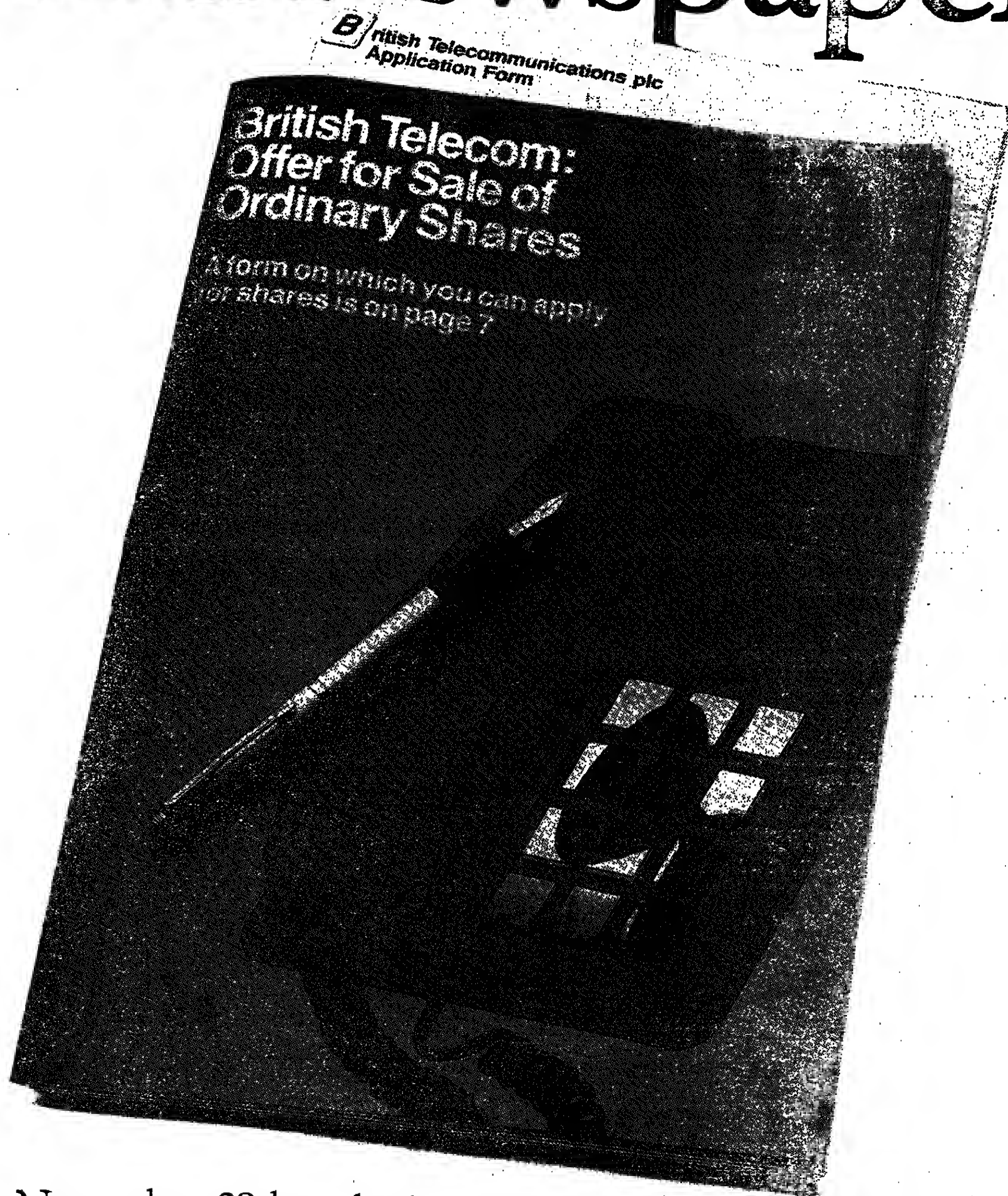
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Any professional institution not already in contact which feels it may be interested in an association with the Council is invited to write in the first instance to



Professor J C Levy OBE CEng
Director — the Engineering Profession

The Engineering Council
Canberra House, Malvern Street
London WC2R 3ER

'Deep-seated airport plot' denied

TORIES FEAR GREEN LIGHT FOR STANSTED DEVELOPMENT

By WILLIAM WEEKES Parliamentary Staff
CONSERVATIVE fears that Stansted in Essex will be developed as the third London airport quickly surfaced in the Commons yesterday during second reading of a Bill to limit aircraft movements at Heathrow.

Some Conservative back-benchers were anxious that the Bill could be the green light for a big expansion at Stansted even before the report on the Stansted Inquiry was published.

MPs on both sides representing areas well away from the south-east were concerned that large-scale development of Stansted would be detrimental to regional airports such as Manchester International.

Critics of the Bill included Mr JOHN WILKINSON (Ruislip-Northwood), chairman of the Conservatives' civil air transport committee, who condemned it as "unworthy" and damaging to the interests of those who worked in civil aviation. He urged Conservative MPs to vote against it.

Mr LUIS CARTER-JONES (Lab, Eccles) said the Bill was about building an international airport at Stansted. People in the regions were getting sick of the Government sucking wealth into the South-East.

Mr STEPHEN ROSS (Lib, Isle of Wight), opposing the Bill, said much greater use should be made of regional airports, including Manchester, Birmingham, Leeds and Cardiff, but they had to have access into Heathrow and Gatwick.

Manchester airport also had to have a rail link. There could be limited expansion at Stansted, up to two to three million passengers instead of the present half-million.

The Bill is premature, almost certainly unfair to smaller operators, and it is not particularly helpful to our regional airports.

Mr WILKINSON, rejecting Mr Ridley's claim that the Bill was not a decision on whether to go ahead with Stansted, said aircraft shunted out of Heathrow would have Stansted.

It was "crazy" for the Conservative party, who were supposed to support the private sector, to take account of their wishes for more air movements at Heathrow.

Mr ALAN HASELHURST (C, Saffron Walden) said the Government's move to limit air traffic movements at Heathrow would make the prospects of a

free and fair decision at Stansted negligible.

Mr JERRY HAYES (C, Harlow) said that, as Ministers would be in a quasi-judicial position over the outcome of the Stansted inquiry, the most honourable course for the Government was to allow a free vote.

Describing the Bill's timing as "extraordinary," Mrs Duwoody said the Government was taking enormous powers with implications far beyond simple environmental and technical issues.

"In rushing this Bill before the House, the Transport Secretary is blocking off basic decisions in relation to airports not only in the south-east but throughout Britain."

Sir HUMPHREY ATKINS (C, Spelthorne), whose constituency includes part of Heathrow, said a reduction in aircraft movement was the most effective way of giving relief to people living near the airport. There was a limit on what people should be asked to suffer.

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Mr WILKINSON: Damaging to the interests of civil aviation workers.



Mr MONTGOMERY: Bill could be the thin end of the wedge.

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CONCERN ON CUTS IN RESEARCH

By WALTER ABURN Parliamentary Staff

GOVERNMENT cuts in spending on basic and applied research, while Britain's main industrial competitors spent more, gave cause for concern, Lord SHERFIELD (Ind.) said in the Lords yesterday.

It was time to monitor the effect of cash limits set by the Treasury, he said during a debate on the work of the research councils.

Government policy here ran counter to the wholly admirable objective of improving industrial performance and competitiveness as a trading nation.

Lord JELICOE, chairman of both the Science and Technology Committee and the British Overseas Trade Board, said that our ability to earn our keep through exports depended largely on industrial and technological competence.

Almost extraordinary possibilities within the grasp of medical researchers could bring great benefits to our health and to the nation's economy. But our ability to grasp them depended on cash which was lacking.

Research hamstrung
Training awards to universities had been cut by a third this year. If that continued their ability to finance new opportunities in medical research would be hamstrung by a shortage of trained workers.

Lord WALTON (Soc Dem) said it was frightening that our spending on science and engineering research lagged far behind that of the United States, Japan and West Germany. All three spent 50 per cent more than we did.

Lord GRESSON (Lab) said that as a nation we were becoming technologically obsolescent. There had to be more basic and applied research and product development plus a supply of well-trained, capable people who could recover the lost ground.

It was nonsense to send the seed corn to the miller to pay for tax cuts.

Today in Parliament
HOUSE OF LORDS
3: Oxfordshire Bill, 3rd rdg; Legal Aid Regulations—England and Scotland; Food and Environment Protection Bill, 2nd rdg; debate on the state of non-vehicular piers on the Firth of Clyde.

HOUSE OF COMMONS
2:30: Debate on public expenditure on overseas aid; Friendly Societies Bill, 2nd rdg.

BRITAIN SEEKS RISE IN EEC STEEL QUOTAS

By PETER PRYKE Parliamentary Correspondent

INCREASED EEC quotas for British steel will be sought at a Council of Ministers meeting today, Mr NORMAN LAMONT, Industry Minister, told the Commons yesterday.

He praised the British Steel Corporation for its "remarkable" performance in maintaining its level of production despite the miners' strike—and in some cases increasing it.

Additional costs
Mr Lamont added that the indications were that the Corporation's external financing limits would need to be increased after the strike was over. "Once the additional costs are known we will consider the position."

Rounding on Labour MPs, he said the real danger of a cut back in investment and of closing plants came not from the Government but from those who had supported the miners' strike.

SELL-OFF PLANS FOR UNIPART
By Our Parliamentary Staff
British Leyland was preparing plans for the privatisation of Unipart, its spare parts division, Mr LAMONT, Minister of State, Trade and Industry, said in the Commons yesterday.

Told by Conservative MPs of their "impatience" for further B.L. privatisation following the sale of Jaguar, he said it was the Government's objective that all parts of the company should be returned to the private sector.

IATA PROTEST Limit 'unjustified'

Our Air Correspondent writes: The International Air Transport Association protested in Geneva yesterday against Britain's plan to put a ceiling on aircraft movements at Heathrow.

"In view of the vastly improved noise characteristics of the modern aircraft now being used at Heathrow and the mandatory withdrawal of the noisier aircraft types from 1986, the airlines feel that the imposition of the limit is unjustified," the IATA statement said.

Mr STEPHEN ROSS (Lib, Isle of Wight), opposing the Bill, said much greater use should be made of regional airports, including Manchester, Birmingham, Leeds and Cardiff, but they had to have access into Heathrow and Gatwick.

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free and fair decision at Stansted negligible.

Mr JERRY HAYES (C, Harlow) said that, as Ministers would be in a quasi-judicial position over the outcome of the Stansted inquiry, the most honourable course for the Government was to allow a free vote.

Describing the Bill's timing as "extraordinary," Mrs Duwoody said the Government was taking enormous powers with implications far beyond simple environmental and technical issues.

"In rushing this Bill before the House, the Transport Secretary is blocking off basic decisions in relation to airports not only in the south-east but throughout Britain."

Sir HUMPHREY ATKINS (C, Spelthorne), whose constituency includes part of Heathrow, said a reduction in aircraft movement was the most effective way of giving relief to people living near the airport. There was a limit on what people should be asked to suffer.

Mr LUIS CARTER-JONES (Lab, Eccles) said the Bill was about building an international airport at Stansted. People in the regions were getting sick of the Government sucking wealth into the South-East.

Mr STEPHEN ROSS (Lib, Isle of Wight), opposing the Bill, said much greater use should be made of regional airports, including Manchester, Birmingham, Leeds and Cardiff, but they had to have access into Heathrow and Gatwick.

Manchester airport also had to have a rail link. There could be limited expansion at Stansted, up to two to three million passengers instead of the present half-million.

The Bill is premature, almost certainly unfair to smaller operators, and it is not particularly helpful to our regional airports.

Mr WILKINSON, rejecting Mr Ridley's claim that the Bill was not a decision on whether to go ahead with Stansted, said aircraft shunted out of Heathrow would have Stansted.

It was "crazy" for the Conservative party, who were supposed to support the private sector, to take account of their wishes for more air movements at Heathrow.

Mr ALAN HASELHURST (C, Saffron Walden) said the Government's move to limit air traffic movements at Heathrow would make the prospects of a

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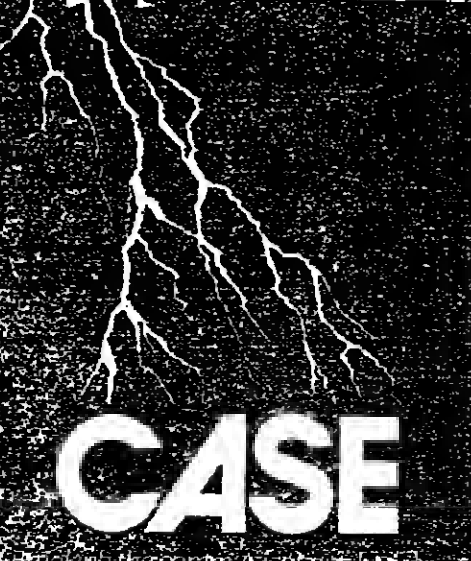
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Interested candidates, male or female, should apply in writing enclosing a curriculum vitae to: The Personnel Officer, Brown & Root (UK) Limited, Fless Lane, Barrow-in-Furness, Cumbria.

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Process Engineer

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Please forward a C.V. in confidence to: B. P. FURLONG, GLOBAL ENGINEERING LIMITED, PERSONNEL DEPARTMENT, 3 THROWLEY WAY, SUTTON SM1 4AE.



Systems Accountant

MK ELECTRIC is the leading manufacturer of electric wiring accessories in the U.K. We are seeking a Systems Accountant to develop and co-ordinate our financial systems. Our systems have either been purchased from a leading financial software supplier or tailored to suit by our DP Department in conjunction with a major firm of management consultants.

We are particularly keen to make greater use of personal computers which are capable of communication with the mainframe system. Our software includes sophisticated report writers and the successful applicant will be trained in their use. In short, this position offers the opportunity to make the electronic office a reality within the finance department.

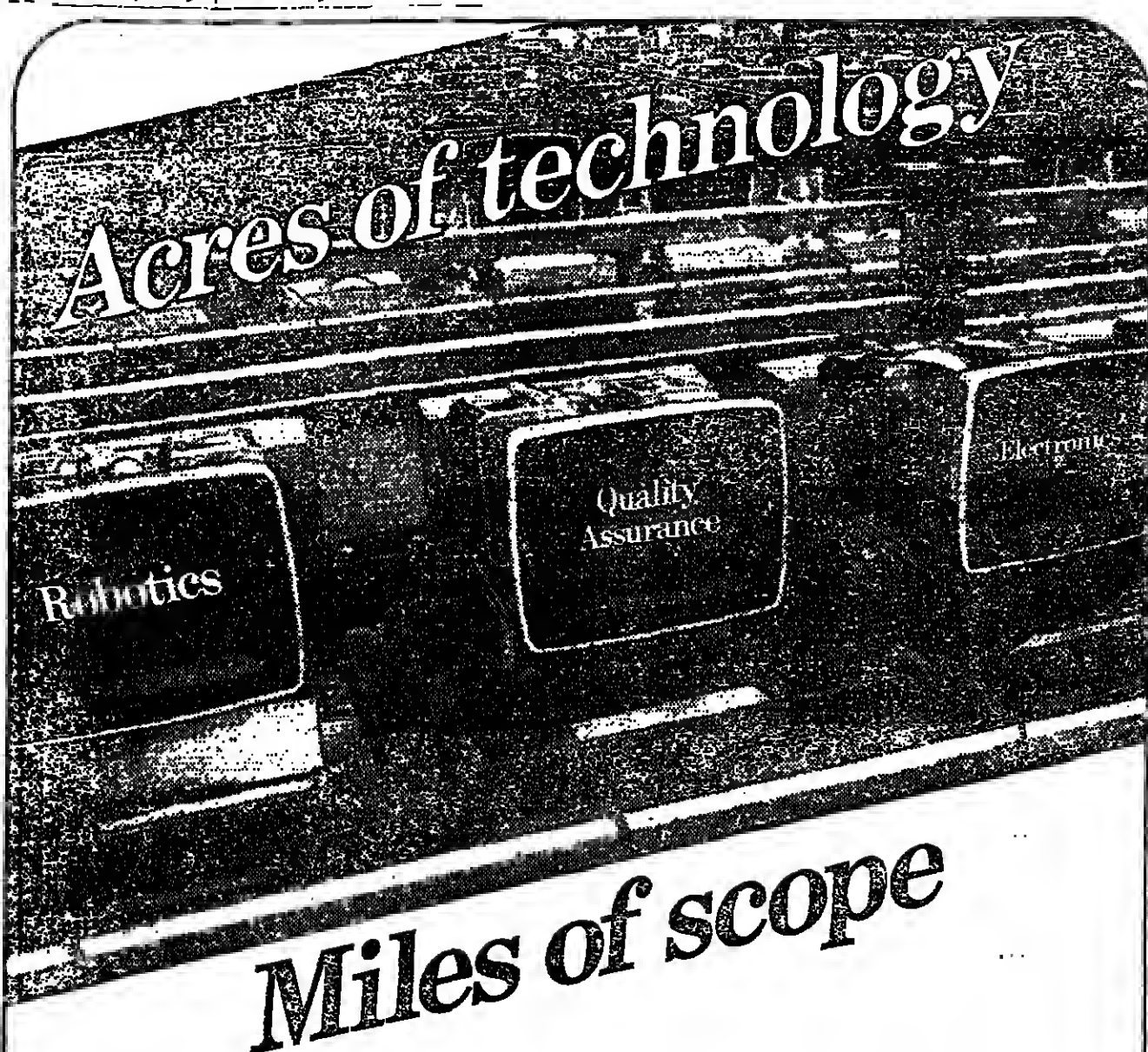
The job holder will provide assistance to Senior Management in compiling annual budgets and will work closely with departmental managers, as well as liaising with management accountants. Good communication and report writing skills are therefore essential for this position.

This role would suit a young qualified Accountant (ACMA/ACCA) who already has experience of working with sophisticated computer systems in a major manufacturing organisation. Candidates should possess in-depth budgetary control experience, and knowledge of GL Plus would be an advantage.

Salary will reflect the importance attached to this position, and all usual benefits associated with a large and successful company will be offered.

Please apply for an application form to:

Company Personnel Manager,
MK ELECTRIC LTD, Strawberry Road,
Edmonton, NB 6PR. Tel: 01-503 3301, Ext. 3203.



No matter what their field, everybody likes space for variety and challenge in their work. As one of the largest centres of technological excellence in Europe, we can offer you both.

IBM UK's expanding Greenock plant is a high-volume manufacturer of top quality Personal Computer related hardware and software. Innovative work across the whole spectrum of research, design and development supports this level of production, in an environment of advanced electronics and robotics applications. Our continuing investment in future technology creates new opportunities for professionals with a degree or HNC and a minimum of 2 years' relevant experience in the following areas:

Test Engineers

The scope is wide, ranging from work with development locations throughout the world on the early stages of manufacturing, to the design, development and installation of high-volume test processes. This will involve you in applying advanced commercial and internally developed test equipment to the design of production processes. (Reference: 9104/1)

Process Control Engineers

Here you will need electrical or mechanical training together with a sound background in process control, programmable controllers and electronics. Experience of material handling equipment would also be an advantage. (Reference: 9104/2)

Quality Engineers

We're looking for people qualified to degree or HNC standard in production or electronics. You should have a minimum of two years' experience in a high-volume, automated production environment. Knowledge of BS5750 and experience in meeting software needs will be an advantage. Liaison with Product Assurance, suppliers and customers is a key element of this position. (Reference: 9104/3)

Card Automation

The manufacturing process for conventional and surface-mounted technology is highly automated in the areas of component insertion, material handling and process control. The position requires close liaison with product development engineers, equipment suppliers and the development of robotic applications using IBM robots. (Reference: 9104/4)



- 16,000 jobs in over 40 UK locations
- Two manufacturing plants
- Development laboratory at Winchester
- An equal opportunity employer
- £1.1 million exports in 1982
- £146 million invested in R & D in 1982

Procurement:

Manufacturing Engineers with experience in plastics, castings or power supplies. (Reference: 9104/5)

Buyers with experience in any of the following commodities would be of value: electronic components, plastic moulding, printed circuit assemblies, electrical and mechanical assemblies, capital equipment. (Reference: 9104/6)

Estimators with a light engineering background and preferably some knowledge of work study/methods estimating. You will be involved in the estimation of parts and assisting with vendor negotiations. (Reference: 9104/7)

Accountants

Challenges posed by continued growth and expansion have created opportunities for recently qualified accountants to join our existing finance team. (Reference: 9104/8)

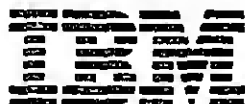
Information Systems

You should have a good working knowledge of IBM hardware and software and experience in at least one of the following: On-line Application Analysis and Programming, Systems Programming, Information Centres, Process Control Software Development. (Reference: 9104/9)

Manufacturing Engineer

The position involves working with Product Development Engineers to develop, install and maintain manufacturing processes which, in many instances, require a high degree of automation, including robots and their control systems. (Reference: 9104/10)

All of these positions offer the room for personal and professional development in an exciting and progressive environment. In addition to an excellent salary, we offer a full range of benefits including BUPA, free life assurance, and a contributory pension scheme. Relocation assistance will be provided where appropriate. For an application form, please write to or phone Personnel Selection, IBM United Kingdom Limited, P.O. Box 30, Spango Valley, Greenock PA16 0AH. Telephone: Greenock (0475) 24500. Please quote the appropriate reference number (closing date for applications: 12th December).



ENGINEERS & TECHNICIANS HOW FAR WILL WE GO FOR AIR DEFENCE SPECIALISTS LIKE YOU FOR ASSIGNMENTS IN SAUDI ARABIA?

(For a start, we're trying Newcastle, Manchester, Belfast and Blandford Forum)

People with hands-on experience of integrated air defence systems don't exactly grow on trees.

But at IAL, we're determined to find them, wherever they are! Because we want to tell them about some very attractive, 12-month assignments in Saudi Arabia, helping the RSAF train for self-sufficiency in operating and maintaining their Kingdom's own air defence system.

Equally important, we want to tell them about the very attractive tax-free salaries that go with these assignments. And about an extensive benefits package that helps turn earnings into savings. So we've put together an itinerary that will take us to the places where we reckon our kind of people might be.

And you can see the dates, times and precise locations for our visit to your part of the world in the panel opposite.

We really do hope you'll make time to come and talk to us. Because as well as finding out all about the jobs, the conditions, and the benefits, you'll meet some people with recent, first-hand experience of Saudi Arabia. In the meantime, all you need do is make sure your experience fits our requirements.

Technicians

From £17,100 to £19,400 a year tax-free including bonus.

The Disciplines:
Radar: Radio Relay and troposcatter; Computers: Security Systems; Navaid's: Ground Communications; Auto-message switching.

The Requirements:
Around 7 years practical experience, plus a C&G, apprenticeship or Military equivalent.

Engineers

Around £24,000 a year tax-free including bonus.

The Disciplines:
Communications: VHF, UHF, SHF, radio and radio links including troposcatter systems.

Radar: 3-D surveillance and mobile radars; airfield radars.

Data handling and display: On-line real-time processing.

Navaid's: ILS, TACAN, Vor-Tac and ground-to-air communications systems.

The Requirements:
Degree or HNC, and at least five years post-qualification experience.

Training Specialists

From £19,400 to £21,500 a year tax-free including bonus.

The Disciplines:
Technical Instructor: Troposcatter, ATC Radar, Data Handling and Display. Technical Writers: Electrical Power Production and Distribution.

The Requirements:
Must have a background in training and hold Military qualifications, HNC or equivalent.

Salaries converted at the exchange rate of SR 4.54 = £1.

Information will be given in your local paper immediately prior to our visit.

We'll be at:

NEWCASTLE-

The Crest Hotel, Newbridge St.
Monday 26th November 2pm-9pm
Tuesday 27th 11am-9pm.

MANCHESTER-

The Portland Thistle Hotel,
Portland St.
Wednesday 28th November 2pm-9pm
Thursday 29th 11am-9pm.

BELFAST-

The Forum Hotel, Great Victoria St.
Monday 3rd December 2pm-9pm
Tuesday 4th 11am-9pm.

BLANDFORD FORUM-

Crown Hotel, Blandford Forum.
Wednesday 5th December 2pm-9pm
Thursday 6th 11am-9pm.

If the times, dates and places we've listed are out of the question for you, you can still get the information you need by phoning Jim Macfarlane on 01-574 5000. Alternatively, you can send him a copy of your c.v. at IAL, Aeradio House, Hayes Road, Southall Middlesex UB2 5NJ. Please quote Ref. G032.



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As the world's number 1 vehicle rental and leasing company, Hertz has an outstanding reputation to maintain. Our success is built on service and efficiency, on prompt response to market needs and swift identification of business opportunities.

So when we talk about Product Development Managers, we are thinking about some very special people. Reporting to the Marketing Manager, you'll be researching new products and services, analysing the competition, identifying new market opportunities and developing innovative new packages in liaison

with airlines and travel agents. But as well as being a man or woman of ideas, you will be intensely practical, ensuring that new programmes really support the needs of European sales, operational and marketing staff. These are the qualities that will maintain our position right up to the year 2000 and beyond, and if you've got them you should contact us immediately.

A competitive salary will be offered together with company pension scheme and BUPA - and future prospects are limited only by personal ability. Write now with a full c.v. to Rita Hales, Personnel Manager, Hertz Europe Ltd, Hertz House, 700 Bath Road, Cranford, Middx.

SALES ENGINEER With Management Potential

£16,000 + Car

A highly successful engineering group, leader in its field and part of one of the largest International British Groups, wishes to appoint a Sales Engineer for its expanding South African subsidiary. Reporting directly to the Managing Director he/she will be based in Johannesburg.

Successful applicants must:

- have proven ability to generate and successfully implement ideas for obtaining new business
- have an engineering qualification e.g. H.N.C.
- preferably be 25-35 years of age
- ideally have experience of dust control filtration or other segments of the air movement industry.

This is an ideal opportunity for young engineers seeking to broaden their career into Sales Engineering. Whilst direct selling experience would be a distinct advantage, local sales training can be provided. The planned growth of the company in South Africa ensures excellent prospects for those with executive potential.

A basic salary of £13,000 will be paid, plus an attractive commission scheme which should provide a further £3,000. A car is provided, there is a contributory pension scheme, and relocation costs will be fully met. Please write in complete confidence, giving full C.V. and present salary to: Profile Management Search, Tabard Chambers, 53 Northgate Street, Epsom Surrey KT20 2AA.

Profile Management Search

Engineering Development Manager

Feltham, West London

We are one of the market leaders in the manufacture of lighting fittings; with a growing international reputation for quality and innovative design, we need to concentrate more than ever on product development as a key factor in our strategy for growth.

This appointment has been created as part of that strategy, to lead an already committed team in the engineering development of new and improved product ranges. The ideal candidate will be aged 30 to 40, of Chartered Engineer status or degree equivalent with experience gained in the light electro mechanical engineering industry, using both mass and batch production techniques. Personal qualities of leadership, organization and good communication skills are of paramount importance, as are creativity and commercial awareness.

The Company is based within easy reach of the M3 and M4, and offers an attractive salary, together with the usual range of benefits and relocation assistance, where necessary, to the west of London.

Applicants who feel they can meet the challenge of this opportunity should write with details of career to date and current earnings to:

Miss Esther Brown, Personnel Manager.



AUTOMOTIVE SALES MANAGER

£14,000 PACKAGE PLUS USUAL BENEFITS

Reporting directly to the Group Marketing Director, you will be responsible for the complete sales and marketing functions of this division including: negotiating with major OEM accounts both at home and overseas. This complex business requires an energetic person of considerable talent, aged 28-40 with automotive background. If you meet these requirements, then the first stage is to either telephone me today between 8 a.m. and 8 p.m. on 0251 45444 or write for further details to:

Mr Mike Webb,
Recruitment Director,
Strategic Marketing,
(Int.) Limited,
6 Clair Court,
Lane Street,
Bedford MK40 1NH.

The National Trust for Places of Historic Interest or Natural Beauty

Regional Training Managers

As a result of internal reorganization and promotions, the National Trust will be requiring two new Regional Training Managers based in different parts of the country in January 1985. The job specification includes responsibility for retail shops and catering outlets as well as other commercial activities.

Retail and ideally catering management experience is required.

He/she will work as part of the Regional Management Team.

Salary is according to experience on a scale of £8,230 to £10,680 p.a. with good opportunity for further progression. A car will be provided, as well as assistance with relocation expenses. Please apply with a full CV marked 'confidential' to:

The Director of Training
Heywood House, Westbury,
Wilt. BA13 4NA

Closing date: 6 December 1984.

SALES MANAGER Cutlery/Tableware

To £15,000 + 2 Litre Car

ONEIDA is the U.K. market leader in table cutlery, and has recently expanded into a wider range of quality tableware.

We now seek an experienced Sales Manager for our Retail Division, where the key tasks will be the control and motivation of a salesforce and personal negotiation with agreed national accounts.

Applicants, within the age range 28-35, will have first line management experience gained in a blue chip firm, e.g. and/or consumer durables environment. The position will be largely field based, but home location within commuting distance of the Company's London office is essential.

Benefits include five weeks holiday and private medical insurance.



Please apply with detailed C.V. to P.C. Healey, General Sales Manager, Oneida Silversmiths, 82 Park Street, London, W1Y 3HQ - Tel. 01-408 0077.

SALES DIRECTOR

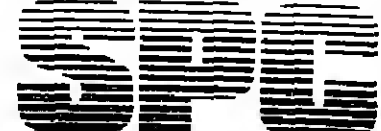
EAST MIDLANDS - SALARY: NEGOTIABLE

We are a major and profitable subsidiary of the highly successful Halmia Group. The Company manufactures a wide range of heating products for both the private and public sector, heat exchangers and heat recovery equipment. The present Board is being enlarged to allow the Company to embark on a programme of significant expansion. This has created a vacancy for a Sales Director to concentrate on heating products which include fan convectors and electric fan heaters.

Preference, unless you can convince us otherwise, will be given to a graduate, aged 30-45, with a strong background in selling products similar to heating products to a wide range of industries, preferably including wholesale distribution. Experience in export markets would be an asset. The candidate must be able to demonstrate an ability to motivate and control a field sales force, achieve a substantial expansion of the business and become part of a dynamic team of Directors who operate with a significant degree of autonomy.

The generous remuneration package includes a negotiable salary, a bonus, a car, an employee share scheme and other important benefits.

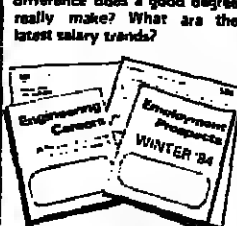
Please write in strict confidence, giving full C.V. to:



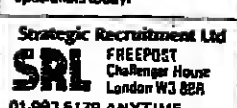
Mr. D.B. Palin,
Managing Director,
S & P Coil Products Ltd,
SPC House,
Evington Valley Road,
Leicester LE5 5LU.

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OPERATIONS MANAGER

£12 to £15K (+ fringe benefits)

This is a new position with a profitable international mail order company that is increasing its UK staff, strengthening its management structure.

Operations Management functions include customer correspondence, inventory control, order processing, shipping. As a manager of this department you will be able to make a major contribution to the company, and rapidly of promotion depends upon taking additional responsibilities.

The successful candidate will probably have a degree in business or a quantitative subject and at least 3 years good commercial experience - someone with staff and recognising and handling problems and key position please send full C.V. to Peter Baker, Operations & Production Manager, Mail Inc., One Lane, Chessington, Surrey KT9 1SE.

FURTHER ANNOUNCEMENTS
APPEAR TODAY ON PAGES
24, 25, 26, 27, 28, 29 & 30



Left: white, ribbed, boxy, cashmere jacket with black cashmere trim, £249, pleated calf-length skirt £199, long muffler £115, black suede bag with lizard trim, £99.

Pictures by ANTHONY MARSHALL



Right: jacket, pyjama and camisole set in red and black silk-wool mix and red silk satin £225.



Above: silk lame Fortuny-pleated evening blouse and cummerbund in shot terracotta and gold £159, slim black cashmere skirt £149.

Style that's on the right track

EVERYONE knows about the revived Orient Express and its glamorous image, which is becoming a by-word for luxury.

The Venice-Simplon Orient Express train is the gilt on the gingerbread of a far less glamorous, but very big-money, business that provided the initial investment — leasing containers for moving cargo of all kinds round the world.

And, though the train itself is not yet a money-maker, it is an extremely clever marketing move which has plenty of spin-offs of its own — the most recent being a shop in London's New Bond Street, selling artefacts from the train and associated collections, including clothes and lingerie in typical Twenties' mood.

Why thousands of people, many unconnected with the train, should want

to buy items from it is mysterious, but the backing firm were confident enough to know that they would, and the standard of design and quality in everything from china, glass and linen with the distinctive VSOE logo to original Twenties' jewellery is high enough to ensure satisfied customers. These items were sold at the previous shop in Berkeley Street, but the range has now much expanded.

Luggage was an obvious development and the original fabric with leather trim range has now been joined by a more upmarket all-leather selection from small wallets to capacious clutches.

The new clothes have all been carefully chosen to reflect the period of the train's decor and have involved, on the lingerie side, British designers like Janet Reger, for an exquisite and outrageously

expensive silk dressing gown, and David Neipper, whose specially-designed silk and lace pastel lingerie starts at about £17.

There are elegant Scottish-made cashmeres, with skirts long enough to be both fashionable and nostalgic, and exclusively-made Italian input in the form of a Fortuny-pleated evening blouse and more pyjama styles.

Avril Groom

All clothes, jewellery and accessories from the Collection, Venice-Simplon Orient Express Shop, 76 New Bond Street, London W1, where all fittings are on sale, including the Pullman car armchairs.

EATING IN WITH JANET LAURENCE

WITH entertaining it's the little things that so often make the biggest impression but are the most difficult to find time for. This is where I find the deep freeze helpful.

Little Cheese Profiteroles, served piping hot, are marvellous with drinks. Choux pastry can be frozen shaped and then baked straight from the freezer: it rises like a dream. Without the cheese, the basic mixture can be shaped into larger balls for instant and easy dessert profiteroles.

Tangy, cheese shortcrust draws are also good with drinks, and with soup. Freeze the pastry shaped for instant baking (don't bother to defrost), or in an oblong for quick defrosting. Or freeze cooked, then pop into a hot oven for a few minutes for that fresh-baked flavour.

Concentration on the main dish often leaves little time for special vegetables. Sicilian Potatoes are delicious, can be prepared well ahead of time and frozen. So can Leek Purée, all ready to serve in little pastry cases.

For the final flourish, freeze some home-made Chocolate Truffles to serve with coffee.

All recipes serve four people.

Stocking up with festive goodies

CHEESE PROFITEROLES

INGREDIENTS: 7½l oz water; 3oz butter or margarine; 3oz strong plain flour; 3 eggs, size 3; beaten; 2oz mature Cheddar, diced small.

METHOD: melt fat gently in water, then bring to boil. Have flour ready sifted and, as soon as mixture reaches rolling boil, shoot flour in and beat mixture hard. When it forms a smooth ball, stop beating and remove from heat. Cool for 10 to 15 min. Beat in eggs, bit by bit. Watch consistency: flour may absorb less or more egg than given quantity. Stop when the mixture is glossy and will fall, slightly reluctantly, from an upturned spoon. Mix cheese in well. Put teaspoons of mixture on to a greased baking sheet, open freeze, then remove from sheet and place in plastic bag or box. To bake, place on greased baking sheet which you have run under the cold tap. Place in oven, preheated to 400°F (Gas 6), increasing heat to 425°F (Gas 7) for 15 to 20 minutes until well-risen and golden brown. Serve immediately.

CHOCOLATE PROFITEROLES

METHOD: make pastry as above, omitting cheese, and shape into larger balls. Cook 20 to 25 min. until really crisp, pierce on removal from oven or open and scrape out soggy bits. Just before serving fill with whipped cream and spoon over Chocolate Sauce.

CHOCOLATE SAUCE

INGREDIENTS: 3oz plain chocolate; 5 tablespoons golden syrup; 1oz butter. METHOD: place all ingredients in a bowl over a pan of hot water until melted. Beat until smooth and glossy. Cool slightly before coating profiteroles.

CHEESE PASTRY

INGREDIENTS: 8oz plain flour; salt; good pinch cayenne pepper; 2oz lard; 3oz margarine; 1½oz Parmesan cheese, grated; 3oz mature Cheddar, grated; 1 egg yolk, mixed with 1 tablespoon Worcestershire sauce and 2 tablespoons water. METHOD: sift flour with salt and cayenne, rub in lard and margarine, add grated cheese, mix with liquids. Roll out and cut into strips or tarts. Bake at 375°F (Gas 5) for 10 to 12 minutes, or until well coloured.

SICILIAN POTATOES

INGREDIENTS: 1 small orange; pinch bicarbonate of soda; 12oz

potatoes; 1 small onion, finely chopped; 3oz butter; 1 egg yolk; salt and pepper.

METHOD: scrub orange, then boil with bicarbonate of soda for 45 to 50 min., until tender. Peel and cook potatoes, drain and mash well. Melt 2oz butter and cook onion until soft and golden. Drain orange, refresh in cold water, cut into four, remove pips and core, then finely chop skin and flesh together. Add to onion, continue cooking until turning colour. Add to warm mashed potato, add egg yolk and mix very well. Adjust seasoning. Melt remaining butter. Shape mixture into round balls, place on baking sheets brushed thickly with butter, press flat with a thick fork, then bake at 400°F (Gas 6) for 15 minutes, or until well browned. Slip palette knife under each cake and serve underside up, which should be brown and crisp. For freezing, place uncooked cakes on lightly greased tray then store in plastic box, bake straight from freezer as above, allowing about 10 min. extra time. VARIATION: omit orange, roll

cakes in egg, then outflakes, drizzle over melted butter before cooking. The oat covering will form a crusty-paving pattern in the oven as the potatoes puff up slightly.

LEEK PUREE

INGREDIENTS: 2lb young leeks; 3oz butter; 2 tablespoons double cream; salt and pepper.

METHOD: thoroughly clean leeks and chop finely. Heat 2oz butter in a heavy-based pan, add drained leeks with seasoning and cook uncovered over gentle heat until tender, stirring occasionally. Purée in liquidiser or processor until reduced to smooth mixture (this takes 4 to 6 minutes). Add cream, blend for another minute. Cool and freeze. Defrost and reheat purée in a bowl over hot water, stirring from time to time. Before serving, heat remaining 1oz butter until just browning (beurre noisette) and stir into mixture. Serve in little tarts, warmed through.

CHOCOLATE TRUFFLES

INGREDIENTS: 8oz plain chocolate; 4½ oz double cream; 3oz icing sugar, sifted; 2 tablespoons dark rum. Suggested flavourings per half basic mixture: 1oz dried apricots, chopped and soaked in 1 tablespoon rum; 1½oz hazelnuts, finely chopped; 1½oz ground almonds; 1½oz raisins, chopped. To finish: 1oz cocoa powder or icing sugar, sifted.

METHOD: melt chocolate carefully in bowl over hot water. Remove from heat, beat in cream gradually (don't worry if chocolate seems dry at first, it will become glossy again as cream is added). Beat in icing sugar and rum. Allow to cool, then beat with mixer until mixture is of the consistency of thick cream and lighter to shade. Divide mixture and add preferred flavourings, then refrigerate until stiff enough to roll into balls. Roll in cocoa or icing sugar, place on tray to freeze, then box for keep in fridge for up to two weeks. To defrost, place in fridge for approximately 2 hours.



VANESSA'S DIARY

Wed. End of term at cookery class. Had to present home work for assessment. Looked at my cannon ball Christmas pud, my gloomy glacé fruits, and my perfumed petit fours. As for my miserable marrons and feeble fondants — realised Something Must Be Done.

Rushed round to Fortnum and stocked up with a selection of their Christmas munchies. Presented these as all my own work.

Everything absolutely spilling — glacé fruits gleaming with succulence, petit fours like petit fives, Christmas pud like mother made, and prunecaux that couldn't be more fourres. Not to mention choice chocs, fabulous fondants, and cherries drenched in cognac.

Won Firms for everything. Owned up, and was given Special Prize for Initiative instead.

Anyone can win by sending for Fortnum's Christmas Catalogue £1 post free.

Fortnum & Mason
Piccadilly London W1A 1ER. Telephone 01-734 8040

DISCOVER JUST WHAT YOU WANT FOR CHRISTMAS AT BEJAM.

BEEF ROASTING JOINT

£1.79 lb



2½lb BEJAM ECONOMY PORK & BEEF SAUSAGES	£1.39
20 BIRDS EYE ORIGINAL BEEFBURGERS	£2.79
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GET YOUR TURKEY AT BEJAM NOW, ONLY	54p/lb

Most Bejam stores are open until 8pm on Thursdays and Fridays. Shopping to car service available, please ask.

DISCOVER Bejam THE WORLD OF FROZEN FOOD

VIEWPOINT

THOSE of us who dislike being called Madam, or Miss or Darling, made me realise that perhaps women need to sort out what they are called. At any rate, the present nomenclature seems to give a lot of offence.

The time has long gone when boys from their cradles were referred to as Master, although as late as 1960 I heard a local

draper inquire after the health of Young Master Smith aged about six months.

Miss, the corollary of Master, has remained for girls, though those who remember Dick Emery's "Mandy," breathing heavily and pointing out enthusiastically that she was still Miss, may not want to use it.

Mrs, of course, is used firmly and proudly by many women from the moment the marriage register is signed and, personally, I would prefer any woman over the age of 25 to be addressed as Mrs whether married or not, as in France where every mature woman is automatically called Madame.

My particular hate is Ms. Women may use it because, for reasons of their own, they do not wish their marital status to be made clear, or because they feel aggressively liberated from the conventions of marriage.

All the same, how do you pronounce Ms? Is it "Miz" with overtones of miserv, or "Muz" with overtones of muzziness? Either way, please don't call me Ms: I loathe it.

Hilary Townsend

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CLASSIFIED ADVERTISEMENTS: 01-583 3939.

SHOPS OF CONVENIENCE

WHITEHALL APPOINTS COMMITTEES to recommend actions that it wants to take but dares not take unaided. So it is with shop trading hours. The Home Office hardly needed a committee to tell it that the law at present is a mess, with small shopkeepers trading round the clock in city centres, multiples publicly flouting the law by staying open late, and local authorities most reluctant to annoy their ratepayers by trying to enforce it. Meanwhile in Scotland, home of the Sabbath, anyone can ply for trade on Sundays unless he is a barber and a gentile; and the moral fabric of the Scottish nation has not collapsed (on that account at least).

Fortified with the call from his committee for removal of all restrictions on shop opening hours, the Home Secretary deems it prudent to hasten slowly. Eighteen months to listen to the voices, with legislation (perhaps) in 1986. Meanwhile, the law will continue to be flouted, and some local authorities will continue to be press-ganged into action to enforce it by opponents of reform. Yet the voices have been widely heard and canvassed already, and it is hard to believe that the Home Office has anything new to learn.

Abolition of controls on shop opening hours would generate tens of thousands of—albeit part-time—extra jobs which are badly needed. The Shopworkers' Union's resistance is motivated by the sensible expectation that such extra jobs would not be unaided: that is no good reason for foregoing them. The position of those who do not wish to work on Sundays on religious grounds must be safeguarded. But subject to that proviso the Home Office should announce its readiness to carry into law the committee's recommendations as soon as the Parliamentary timetable permits. The transformation would not be sweeping or dramatic: most shops would continue to stay closed on Sundays as they do in Scotland; and few more would open late which do not open late already. But here is an overdue reform which from all the evidence commands overwhelming popular support. The Home Secretary should be told to get on with it.

HERR GENSCHER REGRETS

THE DECISION by Herr HANS-DIETRICH GENSCHER to cancel abruptly his long-planned visit to Poland is a body blow to Gen. JARUZELSKI and his military junta for which they have only themselves to blame. Herr GENSCHER was to become the first Nato Foreign Minister to go to Warsaw since the imposition of martial law in December, 1981, and it was much more important to the Government than that paid by Greece's posturing Mr PAPANDREOU, although he spent his time buttering up the general and denouncing the Solidarity free trade union. These visits, and one by Mr MALCOLM RIFKIN the other week, were essentially designed to build a new bridge between Western Europe and Poland, and to be a reward for the general's insistence that he was committed to national reconciliation as shown by his amnesty for political prisoners.

The past month has been a disastrous one for the general who, before the dreadful murder of Father Jerzy POPIELUSZKO, had been managing to gain a modest degree of public credibility. To his credit, and probably rightly suspecting a conspiracy, he has called for a purge of his security police, although no one knows just how far it will go. But now he and his aides are busily threatening to launch another familiar crackdown against the civil rights groups springing up in the wake of Father POPIELUSZKO's murder.

Among Herr GENSCHER's reasons for cancelling his visit was Warsaw's crude warning that he should not take a leaf out of Mr RIFKIN's book and make a gesture or two of moral support for the Polish people. The régime should try to understand that such gestures are not intended either to destabilise Poland or provoke those in power. Gen. JARUZELSKI likes to be thought of as a "pragmatic" leader and he should take note that he hadly needs Western Europe to help him reschedule his massive debts and induce Washington to lift sanctions. Without such help Poland could become involved in a new and very serious economic crisis.

ANGOLAN MAZE

SO MANY TIMES has a settlement in Angola and Namibia seemed imminent that it would be foolish not to be a little sceptical about present developments. On the surface things do look rosy. After a series of meetings involving Angolan, South African and American officials, President EOWANOS SANTOS of Angola has implied that he would be happy if, most possibly, all Cuban troops left his country. For their part, the South Africans, for whom such a withdrawal is a *sine qua non* of a settlement in Namibia, have made it clear that they could leave that country in a matter of weeks.

The South Africans, who have been overstretched in a costly war, and the Angolans, whose country has been largely devastated, are doubtless being relatively sincere in their pronouncements. President dos SANTOS, having removed a number of his hardline rivals, appears to have a freer hand than he has had. And certainly the South Africans would be willing to leave Namibia if every last Cuban had left Angola. Why should they then be worried by a Soviet-inclined Swapo government in Namibia when they have made an accommodation with a Soviet-inclined government in Mozambique? A South African/Angolan deal would have been signed some time ago had it not been for Unita, the guerrilla organisation which holds sway in the southern part of Angola, and which has indeed made the continued offensive presence of the Cubans so very desirable from the point of view of the Angolan government.

On the basis that a settlement which ignores Unita is not feasible, it is suggested in some quarters that a deal is being, or even has been, worked out to bring the government of President dos SANTOS and Unita together in a sort of coalition. Though such arrangements have of course never worked in post-colonial Africa, it is not inconceivable that the parties might at least temporarily throw themselves into such a compact if the time were right. The question is whether President dos SANTOS and his government are so concerned about the destruction of their country that they will share their power with Unita, whose leader JONAS SAVIMBI would presumably sooner or later gobble them up. Stranger things have happened in history, yet, if these are the terms, one wonders whether the Angolan government will not prefer for the time being to keep things as they are.

Red splinters line the seat of a Civil Service union

WHEN sharks fight, swimmers should be grateful. For that reason, the bitter split to the "Broad Left" in the 182,000-strong Civil and Public Services Association, Britain's largest Civil Service union, should be welcomed.

The Communists, their Left Labour allies and the Trotskyists, primarily the Militant Tendency, have had an uneasy alliance since 1977. Now that they have finally fallen out, there will be many repercussions, but one, widely expected even by the Left, is that moderates will once again regain control of the union's executive in May's elections.

For 30 years, the union, representing predominantly young lower clerical grades in all Government departments except the Inland Revenue, has been a battleground between Left and Right. In the old days, Communists made the running but, in recent years, although they were still prominent, the Trotskyists, Socialist Workers party and increasingly the Militant Tendency have been predominant. For example, under the leadership of Mr Kevin Roddy, most prominent Militant supporter of all, the Left has been running the six-month social security strike at Washington, where Mr Roddy is employed, and Newcastle, which has badly hit pensioners, especially those abroad.

Almost every year, control of the union has switched between moderates and the broad Left, partly because only about 55,000 members actually vote in the workplace ballot. One estimate is that a switch of only 3,000 votes can tip the balance. With such a delicate balance, unity was essential to the Left, yet before it gained control of the union at the last elections it had embarked on a campaign to unseat its general secretary, Mr Alistair Graham, a moderate and TUC member, who had offended it by preferring the TUC policy of realism instead of confrontation when dealing with the Government. The battle against Mr Graham blew the Left-wing alliance to shreds, with Militant the casualty.

THE first attack on Mr Graham was intended to replace him with Militant's choice, Mr John McCree, assistant secretary. Mr Graham defeated that move by threatening to resign and fight another election, which the Left reckoned he would win. When the Left gained control of the union executive last May, largely, it is believed, because of the Government-imposed ban on unions at the Cheltenham communications headquarters, the alliance returned to the attack.

At the time, Mr Graham was a "broad Left" unionist, not a political party. Militant supporters had conducted an "intense campaign of vilification and distortion". Mr Alderson then led a walk-out from the conference followed by about 120 delegates. Mr Roddy, chairman, retaliated at length and in detail in the journal *Murphy*, quickly reproduced as a broadsheet. He said Militant supporters had led the broad Left in the union. Previously the Left was "controlled in a secret Stalinist fashion by CP supporters and others."

The broad Left in the CPSA

this time to unseat Mr Graham from the TUC, not as general secretary of the union.

The Left-controlled executive now presented Mr Graham with an ultimatum inspired by Mr Ray Alderson, the union's Communist senior vice president: either obey instructions on how to vote on the TUC council or be thrown off. He was thrown off and Militant put up Mr Roddy for election by the executive but in a poll which chose Mr Alderson instead, Mr Roddy is believed to have ended up bottom, even Mr Graham got more votes than Militant's Mao. The Left-wing split was apparent.

This was the state of disarray in which the conference of the broad Left, attended by 450 delegates in Manchester earlier this month, began. The fur flew between rival factions, mainly the Communists and their allies and the Militant Tendency. Thirteen Left-wing executive members issued a written protest against increasing Militant dominance of the union.

BLAKE BAKER

on why Left-wing factions fall out over who should grab union power over employees of the Government

broad Left affairs. Mr Alderson and Mr Steve Cardownie, Labour Left, read out critical statements.

Militant was accused of packing meetings and delegations, stifling open debate, railroading its views through and determining ultra-Left policies and candidates for union office. It all had a familiar ring, but it was ironic coming from Communists and their sympathisers.

The CPSA, it was said, was a "trade union and not a political party". Militant supporters had conducted an "intense campaign of vilification and distortion".

Mr Alderson then led a walk-out from the conference followed by about 120 delegates. Mr Roddy, chairman, retaliated at length and in detail in the journal *Murphy*, quickly reproduced as a broadsheet. He said Militant supporters had led the broad Left in the union. Previously the Left was "controlled in a secret Stalinist fashion by CP supporters and others."

The broad Left in the CPSA

Biffen to concede privileges to SDP

JOHN BIFFEN, the Leader of the House of Commons, appears to have at last relented in the Government's vendetta against the fledgling Social Democrats and is soon to give David Owen and his six MP colleagues the full privileges of an Opposition party.

Change number one, according to SDP MPs, came during the funeral of Indira Gandhi in Delhi, when Owen was introduced under the full glare of official protocol as one of "the leaders of the official Opposition parties."

Change number two came in Biffen's summing-up to the Queen's Speech debate in which he indicated that he would consider giving the Alliance more Opposition time for debates of its choice.

Change number three came at the start of the Session earlier this month when the SDP whips were granted spacious new offices just off the Central Lobby in the face of the "old broom cupboard" they had before.

Although each concession points to a major thaw in the Government's attitude to the SDP, I can record a single caveat. The extensively redecorated new Whips' Office was formerly the House of Commons cleaners' rest room.

Fogg's footsteps

MRS THATCHER is considering a whirlwind round-the-world-in-five-days trip immediately before Christmas which is already leaving her Downing Street staff agog at the amount of travelling involved.

The Prime Minister, who is no stranger to punishing schedules, is planning to wrap up the Hongkong settlement with China's leaders in Peking, visit the Crown Colony and then on to Washington for a Christmas Eve lunch with President Reagan before returning to Chequers for Christmas Day.

Senior advisers are concerned that she may be trying to do too much on one trip. Such advice has fallen on deaf ears before.

A slip of the tongue by the toastmaster somewhat undermined the gravity of the tributes to the distinguished theatre critic Sir Harold Hobson at the Foyles Literary Lunch in his honour at the Dorchester yesterday. He called him "Sir Harold Robbins."

An ill wind

ON THE BASIS that every cloud has a silver lining, Brighton's shopkeepers seem to be hoping for a boost of trade from sightseers coming to view the wreckage of the Grand Hotel.

The president of Brighton and Hove Chamber of Commerce Jeremy Buckwell has likened the bombing to the ill wind that brought the wreck of the *Athina B* cargo ship onto the beach in 1980 and caused crowds to flock to see it. "I suppose it is rather ghoulish, but there is no accounting for public

LONDON DAY BY DAY

taste. I have even heard of people wanting to stay in Mrs Thatcher's room at Bucklebury (see p. 15). Many of our members lost trade after the bombing so maybe sightseers will help us."

No one could accuse Buckwell of benefiting personally. He is a local solicitor and does not anticipate sightseers calling on him.

Warning to Maughan

SWIFTLY following upon the unearthing of "new" novels by D. H. Lawrence and Graham Greene earlier this year comes the publication of another major literary rediscovery today — the uncollected writings of W. Somerset Maughan.

John Whitehead has managed to exhume four lost short stories by the master and includes in his anthology, *Traveller in Romance*, a trail piece from the South Seas as well as some historically fascinating polemic written by Maughan on behalf of the Ministry of Information to galvanise American opinion behind the British war effort.

Interestingly, Whitehead tells us that the book shows Maughan in a new sympathetic light at variance with the portrait put together by recent biographers. It also contains revealing portraits of some of his leading theatrical contemporaries: Noel Coward, Charles Hawtrey and Marie Tempest.

Babies: good news

I AM delighted to disclose that the Bristol Prison jelly-baby kidnappers have capitulated in what must be considered a triumph for law and order.

The past month, as I have reported, Prison Officer Brian Coles has steadfastly refused to yield to threats, intimidation and the demand for a ransom of three lobes of Smarties in return for the babies which were abducted from his desk drawer.

Yesterday, several hours after the kidnappers' deadline had passed, Coles received a note, in verse, saying that if, as a gesture of good will, he makes a collection in aid of the Save the Children fund, the babies will be returned. What is more, the note promised a 50p piece to start the ball rolling.

By last night Coles had already raised several pounds. I will report the final outcome.

Poet in Paint

WHEN painter Humphrey Ocean visited Hull to paint the poet, Philip Larkin, a commission for the National Portrait Gallery which is to be unveiled tomorrow, he found that his subject was most interested in hearing about Ocean's previous sitter, Paul McCartney.

In a letter to the gallery's director, Dr John Haves, Ocean reports having a very memorable time "with Larkin and adds, 'he is not the minotaur of public art'."

But the elusive Larkin is not likely to be present at the private view today. Doubtless he has other

has fallen apart. The anti-Militant factions are now forming an alternative group, Broad Left '84. Under the names of Mr Cardownie, national chairman, and Mr Jonathan Baume, national secretary, it has issued a vituperative circular against Militant, together with an enrolment form and request for donations. It will hold a conference at the Cooway Hall, London on Dec. 7.

The split with Militant, I am assured by an authoritative Communist source, is final, because the party and its Left-wing Labour allies, with whom it always seeks common cause, had finally had enough of Trotskyist "destructiveness" and "shenanigans."

There is another, informed moderate view. That is, I was told, that the break is a "sprat to catch a mackerel." The mackerel is the fact that the CPSA is well advanced to a merger with the 100,000-strong Society of Civil and Public Servants, representing middle grades, scheduled for Jan. 1, 1986.

Differences have still to be resolved over hallooting methods, election or appointment of officials and a common rule-book, but if the merger goes through, it will create a Whitehall union of 240,000 members, by far the largest Civil Service union, representing almost half of all white-collar civil servants. It would dominate Whitehall negotiations.

The society is widely regarded as being under strong Communist influence. The prize of who has the leading role in the broad Left in the new large union is, moderates believe, the true reason why the Communist party has decided to declare war on the Militant Tendency in the CPSA.

"The Communists have decided to make the break now," one insider said. "It means the new union will be under CP, not Militant, influence. That is why they are forming a new, alternative broad Left group."

THE outcome of all the complicated infighting is important. Moles apart, Communist, or, for that matter, Trotskyist, control of a new union representing almost half of all white-collar civil servants could pose a serious threat to the conduct of Government business.

The Government is increasingly dependent on computers; a Militant move to extend the north-east strike to other computer centres recently failed. Even a go-slow or work to rule, let alone a strike, could disrupt administration. The new union would include some management members. There is also the aspect of national security, pointed up by Russian involvement in the miners' strike. Let us hope that Civil Service moderates prevail in next May's CPSA elections.

LONDON DAY BY DAY



Required viewing

matters of moment on his mind, not least the appointment of a new Poet Laureate, a contest in which he is front-runner.

Clip and save

AS PART of Michael Heseltine's stringent economy measures at the Ministry of Defence, deskbound sailors have been banned from receiving any more paperclips and paper.

Apparently the paper-pushers have been using far too much of the Navy's stationery supply and the Service has been told that it will have to make do without further stocks until next year.

Amidst this sea of red tape I learn a curious fact. Pios are favoured in the Navy for securing papers as paperclips tend to pick up the papers beneath. Consequently, documents can get lost a matter of minutes in Navy minds at present since the disappearance of the Conqueror's logs. As a result paperclips are nicknamed "court martial clips."

Thinner res.

IF THE HAMPSTEAD solicitor who paid £55,000 for a six-foot wide shop in Shepherd's Bush really imagines he has acquired the narrowest property in London, he may have to review the case, as so even less spacious residence has come to light in central London.

The Georgian property in Bayswater Road has a prime position almost opposite Marble Arch but, squeezed next to the Telford Centre, stretches only four feet across. One previous occupant apparently found that he had to place his gas heater in the middle of the room to avoid scorching the walls.

As James Cooper considers what to do with the "fuzzy little place" he has bought with its "really quite spacious" shop and office space on three floors, he may be interested to learn that the Marble Arch mansion is also unoccupied at present.

Fringe benefit

A BARBER'S SHOP in Bread-shop Street, Doha in the Gulf states of Qatar sports the sign: "Haircutting while you wait."

PETERBOROUGH

Jobs and profits in Hardship in paying for water the future

SIR—After eight months of the miners' strike isn't it time we stopped talking about it as if it were simply a dispute over pit cloisters and recognised it for what it really is: a symptom of an underlying anger over the inherent injustice of the New Industrial Revolution?

The economic situation may be responsible for many of our present unemployed. But it is the extent to which it is obscuring the long-term position and delaying serious discussion about the future relationship between jobs and profits that is the real cause for concern.

Our new, largely manpower-independent, technology has been created out of plants made when capital still depended on a mass workforce. One might go further and say that depressed wages in the first Industrial Revolution financed the second.

In any case, it is an indictment of our system that the descendants of the men and women who made the new technology possible can now claim only a moral right to a share in the wealth it produces. Moral rights have little to do with a market economy. But without some hint of a new deal in the future, can we blame people for taking the sort of action we are seeing with the miners?

The emphasis on preserving out-dated jobs may be misguided. But it is hardly surprising, since no one any longer believes the myth that a large section of the population can somehow be re-programmed to live contentedly unproductive lives on what the State is prepared to allow them.

Surely what we should now be doing is recognising that there is still much real work to be done. The fact that it is not "profitable" in the capitalist sense does not mean either that it is not necessary or that we cannot afford it.

I am talking about labour-intensive work in such areas as health and social services at home and aid to developing countries abroad. On practical, if not moral, grounds we will eventually have to accept that a large proportion of the profits of the new technology must be used to pay people to do it.

Much talking will need to be done to establish this new relationship between profits and jobs.

MIKE GOSS
Carlton Road, Norfolk.

Gummer and the bishops

SIR—Mr Selwyn Gummer's attack on the archbishops and bishops shows the extent to which Government Ministers are disturbed by the strength of feeling against their policies.

For Mr Gummer to compare such speeches with the Pope correcting Galileo on physics is ridiculous. Many bishops, clergy and laity may have a greater knowledge of economics than Mr Gummer. They can certainly see the lack of compassion for the "less comfortable Britain" which is enshrined in the policies of their Government.

It is right that they should speak out against such hardships. Perhaps they are not always right, but they are more likely to be so than some politicians who can think only of widening the class divisions which the Churches have been trying to abolish.

A. M. POLLOCK
Spennymoor, Co. Durham.

Deprived children

SIR—This is a comment from a working-class woman on Mr Kenneth Clarke's report (Nov. 16) "Searching for bare feet in Sunderland."

Until two years ago, when domestic circumstances made it impracticable, I had deprived children to spend a holiday with me during the summer.

One little girl came in a pair of shoes, broken at the back and about three sizes too large and she could not keep them on her feet. Another came in a completely new pair that had been supplied by the Women's Royal Voluntary Service. Although their clothes were in good condition they were all second-hand, and this in the "prosperous south."

Did it not occur to Mr Clarke that anyone with no shoes would not go husily splashing through the shopping centre?

KATHLEEN OVERTON
West Haddon, Northants.

Memories of a student

SIR—We view with great compassion the suffering caused by the present famine in Ethiopia; could we ask that the Ethiopian Government extend their compassion to the detainees, in particular, our fellow student at Newnham College, Cambridge, in 1945, Aida Desta, who has been confined without trial or charges since September, 1974?

E. J. HITCHCOCK, C. R. JOHN, M. S. FLEAY, K. C. DRAPER, M. B. NELLO
Sharnham, Norfolk.

Space exploration as a way to peace

SIR—In the light of the discovery of what appears to be a monument resembling a human face constructed by aliens on the surface of Mars

(report, Nov. 19), is not the proposal by American scientists to send a joint East-West space team to the planet the most sensible step towards detente and multilateral disarmament?

It is a fallacy that we live in a so-called civilisation which is content to waste astronomical sums of money on missiles which will lead to the destruction of its own planet, while a galaxy exists at present outside its reach which remains totally unexplored.

The lack of "serious" space projects is all too often blamed on lack of money, but if the East and West were to abandon their ridiculous nuclear arms policies and concentrate on far-reaching space projects, mankind could leap prematurely into the 21st century, thus completing its greatest ever step.

If, as you reported, the monument may have been actually purposely built by aliens, it is very likely that they would have left technological information which would be so far advanced as to totally tip the balance of world power if one side reaches the site on Mars before the other.

G. J. BARROW
Purley, Surrey.

Sculptures on Mars

SIR—The picture of the "alien face" in the Cydonia region of Mars reminds me of the so-called Martian pyramids I examined in photographs taken by the Mariner 9 spacecraft.

Two photographs obtained in the east central sector of Elysium Quadrangle shows three-sided pyramid-like structures which cast strong triangular

SIR—Although I am a supporter of this Government's policy I am concerned by the Chancellor's recent statement which will result in average increases of water rates of 12 per cent.

I am the first to appreciate that the capital programme needed to replace sewers and water supply will require an enormous amount of money in the next decade; but it will create tremendous hardship to pay for the under-funding in previous years by charging a disproportionately large amount for water supply and sewage disposal in the years to come.

I seriously suggest that the Chancellor look at this whole position again and consider funding the capital expenditure of the water authorities in a similar way to that used by the statutory water companies. They raise their loans and preference stock on the capital markets.

To raise water rates by an arbitrary percentage is so unfair as the method of collection is largely based upon the value and hence the relation to the quantity of water consumed. Bearing in mind there is no relief on grounds of hardship for paying water rates, the Chancellor's proposals could be, in the long run, disastrous to many consumers.

I seriously suggest in domestic consumers who live on their own that they consider having a water meter.

(Clt.) D. S. MEAD

South London Consultative Committee, Cnel, Thames Water Authority, South Croydon, Surrey.

Television and violence

SIR—The statement by Mr John Whitney of the Independent Broadcasting Authority that "after 30 years of television in Britain there is no evidence that it makes children into violent kids" (Nov. 9) is not true. This is precisely what it has been statistically shown to have done.

The evidence has been on record for more than ten years. It was presented plainly and at length by former television executive Milton Shulman in his book *The Rape of Reality*. It showed that there was an exact correlation between the increase in average television-watching time in America, Britain and Canada, the first three countries to have had television in a majority of homes for 15 years, and the transformation of ordinary children into violent ones. Neither he nor anybody else has offered a satisfactory explanation for the fact that this correlation is to be found only in the countries mentioned, or has been able to suggest a factor responsible for it other than television.

The exact mechanism by which such a transformation takes place was described by Dr Stephen Black in "Mind and Body". In a series of well-controlled experiments he showed that the information environment can be just as important to mental health as the physical environment. I need hardly add that for the great majority of Britons under 30, the informational environment is overwhelmingly dominated by television.

GUY LYON PLAYFAIR
London, S.W.5.

Guarantee on roads

SIR—I was interested in Mr David Field's letter (Nov. 16) regarding the annual cost of highway construction. It is not only highways that are the problem; but what I can never understand is why design faults do not seem more generally brought home to the responsible parties, namely the architects and/or consulting engineers.

With increasing privatisation I hope the position will improve. Since the advisers used will be insured against their alleged professional negligence, as distinct from those in the public sector, I think that the time has come to offer a few words in defence of the contractors who can only act in accordance with the specifications that they are given.

R. H. NYE
Crawley, West Sussex.

Evening dress legs

SIR—The correspondence about the number of miles walked in a lifetime reminds me of Thomas De Quincey's delectable story about Wordsworth's legs. "Undoubtedly," he writes, "they had been serviceable legs beyond the average standard of human requisition; for I calculate upon good legs that with these identical legs Wordsworth must have traversed a distance of 175,000 to 180,000 English miles."

"However," he goes on, "useful as they have proved themselves, the Wordsworthian legs were certainly not accidental; and it was really a pity, as I agreed with a lady in thinking that he had not another pair for evening dress parties."

M. R. WOODHEAD
Huddersfield.

Space exploration as a way to peace

shadows. The structures have a base width of approximately three kilometres.

The regular features of these structures are best explained by wind faceting of lava cones and lava flow ridges. One theory is that the "pyramids" are immense solidified lava blocks which broke away and became rooted into the underlying molten lava aeons ago, having tilted to expose corners.

Wind and erosion have fashioned them into the regular structures we now observe. Likewise, the "face" in Cydonia has all the marks of being sculptured by wind and dust and has no more reality than faces one can sometimes make out in the dying embers of a fire.

KENNETH W. GATLAND
Past-President, British Interplanetary Society, Ewell, Surrey.

Recognisable features

SIR—The reported "face" on Mars is not the first example of such a feature in the solar system. Spacecraft photographs of the Moon's surface revealed a feature which was clearly not only the representation of a human face, but, astonishingly enough, the visage of a recognisable individual — Alfred E. Newman, the hero of *MAD* magazine, and the feature was so named.

The Martian "face" has a perhaps passing resemblance to The Creature from the Black Lagoon. Should we not now conclude that the solar system has been previously populated by an advanced civilisation of cartoon characters?

M. J. ARTHUR
Keyworth, Notts.

Kidnap girl held seven years as sex slave, say police

By IAN BRODIE in Los Angeles

A MILL-WORKER accused of keeping a woman captive in a box for seven years as his sex slave, was under arrest yesterday in a rural California town.

Police said Cameron Hooker, 31, kidnapped the woman, now 27, at knife-point in 1977, when she was hitch-hiking, and took her to his home in Red Bluff, 140 miles north-east of San Francisco.

3 BAD YEARS OF WATER RATE RISES

By Our Local Government Correspondent

RATEPAYERS face three years of stiff increases in their water bills as a result of the Government's latest measures, water authorities said yesterday.

Charges are expected to go up next year by an average of about 12 per cent, to be followed by average increases of perhaps 9 per cent a year for the following two years.

Mr Leonard Hill, chairman of the Water Authorities Association and of South-West Water, said that the way in which the Government intended to fund investment in the industry was bound to mean significantly higher charges for customers.

Whitehall had acknowledged that investment was too low, but had decided that in future all the money spent on providing new reservoirs and replacing worn-out mains and sewers would have to be raised from the customers, rather than by borrowing, as at present.

Investment insistence Mr George Mann, chairman of the North-West Water Authority, which has particularly serious problems with worn-out sewers and mains, said that he expected water rates in his area to rise by 12.7 per cent next year, 11.1 per cent in 1986-7 and 12.1 per cent the following year.

Sir Godfrey Taylor, chairman of the Southern Water Authority, forecast an increase of about 11 per cent next year, just over 10 per cent the following year and just under that figure in 1987-8.

The authorities face problems because the Government is insisting they spend more on investment. Mr Ian Gow, Minister for Housing and Construction, told chairmen yesterday that he wants an increase of £80 million.

There she was blindfolded, bound with leather straps and imprisoned in his basement in a box that was barely big enough to allow her to sit up.

The next day she was moved to a larger packing crate and last May Hooker allowed her to leave the house to get a job, on condition she returned each night, according to police.

She worked as a motel maid in Red Bluff, a ranching and farming town of 9,000, and returned each night because she feared for her life and those of her family if she fled, said police chief John Faulkner.

Minister's advice Finally, in August, she consulted a minister and took his advice to leave her job and return to her family. Police were contacted earlier this month.

Following a search of Hooker's home yesterday, Mr Faulkner said they found a disassembled wooden box six feet long, 35 inches wide and 15 inches deep. They also found leather straps and a leather apparatus to fit over the head and face as well as numerous magazines dealing with bondage.

Under a shed on the property there was a self-made basement, eight feet square where the victim was also confined. Asked if Hooker kept the woman confined day and night for years, Mr Faulkner refused to comment.

In good health He did say she was in good mental and physical condition but his department will seek experts' views regarding her condition and their captors to try to understand why she returned to Hooker's home after being set free in May.

In a brief court appearance, Hooker denied more than two dozen charges of kidnapping, rape and sexual assault.

Estranged from his wife, he lived in a prefab on an acre of land with his two children. Last night one neighbour said: "It's just too hard to believe. I knew the girl and I knew Cameron, and they were so normal."



Mr King, Employment Secretary, discussing problems of housing, education, transport and employment with young people who travelled up from rural areas to lobby Parliament yesterday.

'MARS BAR MISCHIEF' OFFENCE

By JOHN WEEKS Crime Staff

LEGAL experts are not yet certain which offence members of the Animal Liberation Front, committed in injecting rat poison into Mars bars.

The most likely charge facing the militants, if they are caught, is one of conspiring to cause public mischief under common law. Another being considered is one of wasting police time.

But some legal experts believe there could be an argument for a charge of attempted blackmail or, alternatively, conspiring to commit blackmail to be made.

Ransom demand This would involve proving that there was an attempt to prevent Mars Ltd continuing to finance their research, rather than that there was a ransom demand.

After causing millions of Mars bars to be checked on shop shelves, a spokesman for the Front admitted the operation was a hoax designed to put pressure on the firm, which allegedly in research, given monkeys a sugar-rich diet to find a cure for tooth decay.

No Sellotaping pupils' mouths, school told

By SARAH THOMPSON Education Staff

TEACHERS at a Cornwall primary school have been told to stop "humiliating" punishment methods, such as Sellotaping children's mouths and tying pupils to chairs.

A three-month inquiry into discipline at Alverton primary school, Penzance, was completed yesterday by the county council.

It followed complaints from parents that a girl of eight had been tied to a chair with knitting wool, and on two occasions a child's mouth was Sellotaped. Mr Norman Barr, Cornwall's education secretary, admitted yesterday that the claims were true.

Formal detention has been discontinued at the 250-pupil school as a method of punishment after the council said it was inappropriate for young children. Mr David Fryer, the deputy education secretary, said good teachers "should be able to maintain discipline in primary schools with no other sanctions than withdrawal of privileges and a talking-to."

ARCHWAY SCHEME IS SCRAPPED

By JOHN PETTY Transport Correspondent

THE Government has abandoned plans for a fifth Archway public inquiry to follow three which collapsed under the tactics of opponents and another whose findings were unacceptable.

Mr Ridley, Transport Secretary, is to withdraw draft orders made in 1975 to widen the North London road, which is a vital link in the A1.

Government has been researching since the spring for a lawyer to be appointed, with police protection, to head a fifth public inquiry.

But Mr Ridley is not hoping to pressure from extremists, who broke the health of one inspector and forced another to quit by harassment.

He is to have a fresh study made, which will be extended to take in the entire corridor across north and east London from Archway to Hackney, where a motorway-standard road leads to the Blackwall Tunnel to link with the A2 Dover Road south of the Thames.

'GAY' PLAN DROPPED The GLC's Policy Committee decided yesterday to shelve a plan to note the homosexuality of famous people such as Oscar Wilde on blue memorial plaques outside their old homes.

£100,000 FOR TURNER PAINTING

By ALISON BECKETT Art Sales Correspondent

A WATERCOLOUR of Bonneville in the Savoy mountains painted by Turner in 1802 was bought by Agnew's, the London dealer, for £100,000 at Sotheby's yesterday.

An 18th century French iron lock and key was sold for £8,200 in Sotheby's first European metalwork sale to be held in London.

£500 W G Grace bat Phillips' auction of cricket bats and sporting items fetched £45,342, including £500 for an A. J. Wisden bat signed by W. G. Grace in 1906 which had been estimated at £80-£100.

£8,500 Penny Black At Harmer's a Penny black used on the first day of issue, May 6, 1840, fetched £8,500 in a British stamp sale.

'Boy George prize' ruse lures two into police net

By TONY ALLEN-MILLS in New York

A PAIR of young vandals were lured into an arrest in Hartford, Connecticut, when word was left at their last known address that the two had been awarded free tickets to a Boy George and Culture Club concert.

The supposed prize, from a local radio station, was said to include dinner for two and the use of a limousine for the evening.

The inventive "sting" was all part of an unprecedented police sweep through America's Eastern states which netted 3,309 fugitives from justice.

But it emerged yesterday that no sooner had the crooks and felons been rounded up than at least half of them were allowed to go free under what officials denounced as "lenient" bail policies.

The manhunt, operating with the codename First Fugitive Investigative Strike Teams, involved more than 50 law enforcement agencies. The operation succeeded in flushing out 34 alleged murderers, 105 rapists, 685 drugs offenders, 59 arsonists and four embezzlers.

Two-month scheme Co-ordinated secretly from an abandoned building in Queens, New York, the First Teams took two months to complete their arrests on 5,000 outstanding warrants.

"This represents the largest and most successful fugitive manhunt in law enforcement history," said Mr William French Smith, the Attorney General.

The operation was aimed primarily at the habitual criminal. Officials said the average arrested fugitive had almost four previous convictions.

Mr Stanley Morris, Director of the United States Marshall's Service, said many of the fugitives were on the loose because of lax bail procedures.

He admitted that judges had already freed half of those arrested despite, in some cases, dire criminal records.

'Revolving door' Mr Morris blamed "the revolving door of justice" for the brisk turnaround that permitted many of those arrested to walk free, but Mr French Smith claimed the operation had still been a success.

Problems with the lenient judiciary "will not interfere with or dampen our efforts," Mr French Smith said.

23 MOVES TO ANOTHER DRAW

By B. H. WOOD Chess Correspondent

THE 28th game in Moscow's World Chess Championship match between Anatoly Karpov, the defending champion, and his challenger Gary Kasparov, ended yesterday like the previous 16 in an agreed draw, this time after 23 moves.

Twenty years ago this would have been a breach of chess rules, an offence against the spirit of chess. For decades arguments went on and all sorts of expedients were tried to get round the rule that no game should be agreed drawn in less than 30 moves.

Stories were rife about players who agreed to draw in just 30, but one player found he had an advantage and decided to play on to his opponent's fury. The rule was found unworkable, and was dropped.

Spectators have complained, but still they pay money to see the games. The moves in the 28th game were:

KASPAROV 1. N-KB3 2. P-K4 3. N-B3 4. P-Q4 5. P-K3 6. P-KN3 7. P-B3 8. P-BN2 9. P-KN2 10. P-KN2 11. Castles 12. B-K3 13. N-B3 14. Q-R4 15. R-B2 16. R-B1 17. P-KN3 18. R-R1 19. R-B1 20. R-B2 21. R-B1 22. Q-B3 23. Q-B3

Agreed drawn

Karpov apparently considered that manoeuvring to keep queens on would lose his extra pawn, or worse. For example: 24. P-B3, B-B3; 25. P-K3, Q-QB4; 26. QxP; 27. B-B3; 28. Q-B3.

AIR CRASH KILLS 2 A man and a woman aboard a light aircraft were killed, and three other passengers injured, when their plane made a forced landing yesterday in a parking area at Walt Disney World in Lake Buena Vista, Florida, and crashed into a car.—UPI.

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Blue chips stage rally

THE industrial sections of London stock markets took a turn for the better yesterday as sentiment was helped by the overnight rally on Wall Street. However, dealers were still complaining about a relatively poor volume of business, which they suggested was mainly due to restraints imposed by the British Telecom issue.

One major talking point concerned a setback in Johnson Matthey where jobbers were trying to find a support basis, a disaster area for investors after the company's banking troubles. Johnson Matthey shares plunged to 60 a fall of 26p.

Another subject of discussion, this time in happier circumstances, was the news of agreement between Marks and Spencer and Tesco Stores for the development of new shopping centres. Marks and Spencer shares closed 5p better at 124p, and Tesco 9p higher at 27p, and 5p Imperial Chemical Industries and Glaxo, recently the subject of profit-taking by American investors, both regained their poise, the former closing 4p up at 85p and the latter 2p higher at 210p.

Over the last half of the session on a firm note, with the "30" index 5.9 up at 918.7 and the "100" index 7.7 higher at 1166.8. Sentiment in British funds was adversely affected by a drop in performance in sterling, which continued to reflect oil price uncertainties. Dealers were still hopeful about prospects for a further reduction in hose rates soon but the day's business seemed to be too small to create a clear price trend and stock quotations moved irregularly. The printed price lists showed losses extending to around 2p.

Excellent interim figures from London & Midland Industrials left the shares 15 higher at 165p, while the half-time results from Associated Heat Services proved rather better than expected, hence a gain of 6 to 28p. On the other hand, disappointing interim results left losses in Balmor & Lunn, at 72p, and Skelchey, at 38p.

Among the takeover stocks, Curry's rallied 13 to 47p following Tuesday's sharp reaction on the latest defence move against the bid from Dixons Group; the latter's shares were also 13 better at 392p.

TI Group, active of late on talk of a stake build-up in front of a possible bid, were quieter and 2p easier at 256p, but Lucas Industries closed 2 better at 268p, after 275p.

Revived takeover suggestions accompanied support for U.K. International, 11p higher at 112p, while bid speculators also came for Jonas Woodhead, 3p up at 38p. British Printing Communications Corporation, which has made an offer for J. Waddington, met new demand and closed 5p better at 173p. Waddington held at 555p. Solid investment interest fell 5p gains in B.T.R. at 531p, Beecham Group, at 355p, and Bowater Industries, at 187p, while Plessey rallied to 206p before closing 5 better at 205p. Demand was also reported for Reed International, which ended 8 better at 432p.

Suggestions that when some of the money is returned from the British Telecom issue this could be used to buy back shares in the company, led to a rise in the shares of 13p to 491p, after 494p. For a similar reason, Cable & Wireless rose 13 to 370p, and Racal Electronics 6 to 274p.

The market expressed disappointment with the interim figures from Whitbread and the shares reacted to 189p before closing 2p easier at 184p. Other brewery issues slipped in sympathy, but subsequently rallied well and Lyons were finally a shade up at 170p, after 167p. Merrydown Wine improved 5 to 194p ahead of today's half-time report.

Mixed conditions prevailed in the building sector where most interest centred on the Barratt Developments following the annual meeting; the shares ended 4 lower at 84p, after 82p. Tarmac were dull at 506p, down

6, but Costain were wanted up to 348p, a rise of 8. In a thin and sensitive market, C. H. Pearce jumped 25 to 625p.

Tuesday's newcomers, Wardle Stores, continued to meet interest at 165p, or 54p premium on the issue price. Buyers also appeared for Granada, 9 up at 167p, Link House, 25 higher at 580p, and Pilkington Brothers, 7 to the good at 305p.

The appointment of receivers to Associated Telecommunications and Associated Consult International, the Ronald Shuck company, put new pressures on Esplanet Trust, which fell to 8p before closing 4 down at 11p.

Vague takeover suggestions accompanied a rise in United Scientific, 6 better at 226p, in a thin market. Microfiche advanced 20 to 910p, while other bright spots included C.A.S.E. at 220p, and Bowthorpe, at 402p.

Following their recent setback on poor figures, some rebounded to close higher at 5p. Metal Box were also in rallying mood after Tuesday's disappointing half-time report and ended 4 better at 344p, after 349p.

C. E. Heath kept firm at 495p on consideration of their interim figures, while sympathetic gains were seen in Sedgwick Group, 9 up at 294p, and Willis Faber, 13 higher at 466p. Elsewhere in the insurance sector, Guardian Royal Exchange advanced 13 to 675p, Pearl 9 to 925p, and Royals 6 to 518p.

Hazwood Foods jumped 50 to 870p on the interim results, the rise being accepted by a reduced shortage. Others in demand included Argyl Foods, at 222p, Glass Glover, at 232p, and Nuthurst Foods, at 206p.

Boots improved 5 to 215p ahead of today's interim report, while other stores shares responded to selective support. Burton Group ended 3 higher at 402p and British Road Steels 5 better at 271p, but profit-taking left its mark on J. H. Phipps, 7 down at 420p, after 415p. Sensitive market conditions contributed to gains in Sunblet Clothes, 11 higher at 58p, and Fashion & General, 20 up at 515p. Leading oil issues, still under the shadow of crude price uncertainties, had a quiet rather dull session. British Petroleum eased to 492p, Britoil to 215p, and Shell Transport to 625p. Moving against the trend, Lamsco were 8 up at 358p and Burnak 3 better at 202p, both on renewed takeover suggestions.

Bailion lost 2 to 340.75, but the gold share market reflected some small inflow interest. Vaul Road Shares 5 better at 235p, Southway 23p, and Baffels to 256p. Elsewhere, Charter Consolidated weakened 14 to 201p on consideration of the company's holding in Johnson Matthey, but Broken Hill Proprietary were wanted at 750p, up 18.

Tailpiece

THE shares of Scapa Group, recommended here two years ago at 135p, have certainly fulfilled our expectations and are now trading at 850p on a yield of 5.7 p.c. and a price/earnings ratio of 11.1.

The company's business is in the manufacture of engineered fabrics and rolls for the paper-making industry and felt, and other specialised industrial textiles, and its strength in the United States has played a large part in the share price re-rating. In the year to March 31, 1954, profits advanced from £15.6 million to £18.9 million and dividends were increased from 7p to 9.15p. The interim report is due next Thursday and it seems likely that the board will be able to report a further extension in the company's progress allied to dollar exchange rate benefits. This expansionist growth has recently purchased a Swedish company operating in specialist paper machine equipment for £2.04 million—seems set to receive further market attention.

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INVESTMENT & BUSINESS

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St Paul's considers bid for Cullen

JOHN FLETCHER'S St Paul's has stepped up its bid for Cullen's Stores, in a £6.4m offer from Watling (108), receipt of a recommended offer, says it is still considering whether or not to make an offer. St Paul's paid 38p a share on Monday for a further 5.45 p.c. of Cullen's vote-carrying Ordinary shares, taking its holding up to 16.5 p.c. and 28.5 p.c. of the £1.1m making 20.25 p.c. of that class of equity.

Watling has irrevocable acceptance in respect of 21.4 p.c. of the Ordinary equity. Both Watling and St Paul's have now had talks with former Cullen's director David Cullen, who speaks for more than 20 p.c. of the Ordinary equity but has yet to make clear his views on the current situation.

Cullen's Ordinary and "A" shares held steady at 43p and 32p yesterday. Watling is offering 37p and 27p respectively.

Leaving Gratian

JOHN HASLAM, a member of one of the founding families of the Gratian mail-order business, is "leaving" the board at the end of the year. The company gave no reason for his departure, although it is believed there have been personal disagreements in the boardroom.

Sketchley slips

DRY-CLEANING and industrial workwear manufacturer Sketchley has seen its interim profits to Sept. 23 slip from £5.7m before tax to £4.1m. This follows a 10 p.c. increase in the departmental charge from £1.7m to £1.9m but also reflects a downturn in the workwear contribution.

The interim dividend, payable Jan. 4, is to be raised from 4.1p net to 4.3p.

Question—723

Firth's stake

IAN WASSERMAN'S G. M. Firth has further increased its holding in East Lancashire Paper, subject of an unwelcome £4.8m offer from British Sydnor, with the purchase of 354,000 shares, taking its holding to 10.18 p.c.

Whitbread up

WHITBREAD'S first-half profits to Sept. 1 have risen from £5m before tax to £5.6m, a 12 p.c. increase over the £4.9m of 1983. Beer profits led the way partly as a reflection of cost savings relating to the recent closure of the Luton brewery.

The interim dividend is to be raised from 1.85p net to 2.05p, payable on Jan. 11.

Question—723

Wyllie wins

BILL WYLLIE, the Australian entrepreneur who controls troubled Regal Hotels in Hong Kong, won a stormy shareholders' battle yesterday ahead of HK\$400m (£21m) refinancing package.

At a packed meeting of shareholders in an associate company, Palladium Investments, his plans for the company to buy a controlling stake in Regal went through after a poll. The move paves the way for the rights issue to go ahead.

H. Young

H. YOUNG Holdings is selling Putlocks, the Surrey Mercedes-Benz dealer, and its workshop property, and is taking its second step in forming a financial services division by acquiring CRU, Lloyd's insurance broker.

Putlocks is being sold to its managing director Michael J. Brown and certain associates for £520,000 cash while all Putlocks' £384,000 indebtedness will remain with it.

WORLD MARKETS

AMSTERDAM (ANF CBS Gen)	175.00 + 0.30
BRUSSELS (ANF CBS Gen)	156.24 - 0.63
FRANKFURT (ANF CBS Gen)	CLOSED
HONGKONG (Hank Seng)	1,084.55 + 11.83
NEW YORK (Dow Jones)	1,201.52 + 6.40
PARIS (CAC General)	180.10
STOCKHOLM (All Ordinaries)	774.30 + 1.70
TOKYO (Nikkei Dow)	11,749.69 - 7.29
ZURICH (Credit Suisse)	312.50 + 0.30

U.S. RATES

Federal funds	9 3/4 p.c. (8 3/4 p.c.)
3-month bill	8 3/8 p.c. (8 3/8 p.c.)
10-year bond	11 1/2 p.c. (11 1/2 p.c.)

U.S. COMMODITIES

GOLD (COMEX)	328.50 - 0.25
SILVER (COMEX)	10.50 - 0.05
COPPER (COMEX)	100.00 - 0.10
WHEAT (CBOT)	2.15 - 0.01
CORN (CBOT)	1.15 - 0.01
SOYBEANS (CBOT)	1.15 - 0.01

FT—ACTUARY INDICES

Industrial Group	560.95 (+4.01)
500	603.61 (+4.17)
All-share	552.89 (+3.55)

Telecom moves to prevent unofficial deals

By ROLAND GRIBBEN

FRESH attempts to ensure "fair play" in the British Telecom share offer by clamping down on unofficial dealings and multiple applications from speculators looking for a quick profit were disclosed yesterday.

They emerged as applications from the public advised to "post early" to ease administrative strains, began to build up. An estimated 40,000 applications arrived by post at banks which have screened 4,000 staff to sort through forms and handle cheques.

The extra police action involved Hoare Govett, the lead stockbrokers, and Kleinwort Benson, the merchant bankers, handling the £3.9 billion flotation for the Government, trying to demonstrate that the City is playing fair by the small shareholder.

Hoare Govett and the banks were trying to stamp out unofficial dealings, all indications that a market had developed in the early paid 50p shares at over 60p. Calls were made to brokers telling them to resist the temptation to start dealing which could only damage the City's reputation in the eyes of the public.

One source said: "This type of practice will just confirm the worst fears of people that the City is out to make a killing. If we could stamp it out we would."

Kleinwort increased the tempo of its efforts to head off multiple applications from "stags" looking for an early profit. The bankers pointed out that the stags could run the risk of prosecution for fraud under the Theft Act if they breach the terms of the prospectus.

Accountants Peat Marwick Mitchell have been appointed already to ensure the one application per person is observed with warnings that brokers and banks will lose their commission if they try to cheat.

Now lawyers have held Kleinwort that there would be a case for prosecuting individuals trying to slag the issue on the grounds that they would be defrauding the Government. There has been only one known prosecution for "stagging," dating back to 1975, but a decision whether to take legal action would have to be made by the Government and there appears to be little enthusiasm at Whitehall at present to use the big stick.

The prosecution threat is being seen as another indication of the efforts being made to give the "little man" a fair run in the interests of wider share ownership for an issue expected to be heavily oversubscribed.

Building societies and banks are braced for heavy withdrawals from investors to make the initial 50p a share down payment before applications close at 10 a.m. on Wednesday.

But there were complaints from prospective applicants yesterday that institutions would have a head start on the "small man" because dealings will start on December 3 while letters of confirmation about allocations will not go out to the individual shareholder until after December 5 because of the expected huge administrative burden.

MR LAWSON, the Chancellor, has called for talks in the City on the idea of creating a new bank to provide long-term finance for exporters.

The Chancellor's initiative came yesterday as part of a Government decision to sweep aside the recommendations of the Matthews Committee and the Export Credits Guarantee Department in its present form.

The Matthews report, published in April, said ECGD should cease to operate as a Government department and should be turned into a public corporation with a substantial capital base of its own.

The decision to keep ECGD in its present form was greeted with dismay in the City yesterday where there has been mounting concern over the department's lack of flexibility in arranging insurance cover as well as over bureaucratic delays in meeting exporters' claims.

Lawson plans bank for export finance

By ANNE SEGALL

MR LAWSON, the Chancellor, has called for talks in the City on the idea of creating a new bank to provide long-term finance for exporters.

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MR CHANNON, Minister of Trade, said yesterday that the Government accepted that changes were needed to make ECGD more businesslike and commercial, but felt this could be achieved without disrupting the organisation.

Instead, a team of outside consultants would be working with department officials to find ways of improving its performance under existing arrangements.

News that ECGD is to survive in its present form comes at a time when the department is suffering from a large loss of income as a result of the third world debt crisis.

Jack Gill, the department head, revealed yesterday that ECGD is now £370 million in deficit and was having to borrow from the Government to meet exporters' claims. The deficit appears to be rising at the rate of £50 million a month, with claims against Nigeria accounting for a large proportion of the increased cash drain on the department.

The idea of a private bank specialising in export finance was given a mixed but generally favourable reception in the City. The Bank of England said Kit Farrow, an assistant director, would be heading a team looking into the question.

At present, finance for exports is provided mainly by Britain's big high street banks, which between them have lent roughly £6 billion to British exporters and overseas buyers of British goods.

North Sea spot oil prices slip

NORTH Sea oil prices dropped further in spot market trading yesterday amid doubts that another cut was being planned in official prices.

Brent oil, the base for North Sea prices, was being quoted at \$27.55 a barrel for delivery next month, a discount of \$1.10 on its own official price of \$28.65 and down to \$27.45 for January shipments.

The price of Brent's oil has dropped by more than 60 cents a barrel from the levels reached after the Organisation of Petroleum Exporting Countries tried to underpin the market with the announcement of production cuts.

CJR in £16m portfolio sale

CHARTERHOUSE J Rothschild is selling the bulk of its remaining industrial companies portfolio in a large portfolio sale, Paragon Group, headed by three C.J.R. executives.

The sale price is £16.75 million for nine companies, of which £15.25 million is due in cash now and the balance in 10 p.c. three-year loan notes. The sale also strips out £8 million borrowings from the C.J.R. balance sheet.

THE Stock Exchange is now hemmed about with an extraordinary variety of official requirements.

First and foremost is the Government requirement that minimum commissions, and all that they support, are dismantled by the end of 1986. But, as pointed out yesterday by Stock Exchange chairman Sir Nicholas Goodison, requirements for the Stock Exchange Council's new role as an EEC-approved "competent authority" will also mean substantial changes.

Nor does that take into account the impending Government White Paper on reform of investor protection laws. The Stock Exchange will be vitally affected, not least on the vexed question of paying for the new system.

One of the major effects of the EEC directives will be the requirement that more information be provided by companies applying for a London stock market listing. A company which fails to obtain a listing will be able to apply for a judicial review in the High Court on the matter. Sir Nicholas made the council's view of the directives clear with a comment: "The whole matter becomes more legalistic and onerous and will make listing harder to obtain."

Throughout the long negotiations leading up to "competent authority" status, the council had argued for making the necessary changes in a relatively simple administrative form. But the final decision was that the new rules had to be statutory, making matters such as the provision of an interim report, formerly simply a provision of the listing agreement, into a legal requirement.

Under the circumstances the formal listing agreement will now vanish, with an application for listing implying commitment to follow all the new rules.

It also looks likely that the Stock Exchange will fail to meet its December 1986 deadline for abolishing minimum commissions. Interpretation of Sir Nicholas' statement earlier this week that the new systems should be in place by the autumn of 1986 if any "technological accidents" were avoided seems to yield the solution.

Brokers' gloom hits Matthey shores

SHARES in Johnson Matthey, the troubled 26p to 28p yesterday following a gloomy circular on the company's prospects by brokers Fielding, Newton-Smith.

David Morgan, a key analyst at Fielding, said yesterday "if you look at the company last week it is hard to justify the recent price of 110p for Johnson Matthey shares."

"The company is in a weak financial position and there are uncertainties about its profit potential," he commented.

The key question for shareholders now is whether British Petroleum will proceed with a bid for Johnson Matthey but there are mounting fears that it will not be willing to pay a high price. A decision is expected within the next two weeks.

Barratt warns on first half

SIR LAWRIE BARRATT, chairman of Britain's biggest house-builder Barratt Developments, warned shareholders at yesterday's annual meeting that first-half completions will be lower than last year and results are expected to be "disappointing."

The warning was expected by shareholders, although Sir Lawrie had made no mention of the situation in his annual report.

Last year's profits fell from a restated £30.3 million to £25.6 million after the adverse publicity over the group's timber framed starter homes. The trading results led to a 20 p.c. salary cut for executives.

Sir Lawrie came under close questioning from one shareholder who wanted to know why the chairman had not appeared on the television programme "World in Action." Sir Lawrie claimed the programme "would not allow us a fair hearing."

Rationalisation is under way within the group to take account of lower house volumes but the cost of subsidiary mergers and redundancies will hit first-half results.

Marks and Tesco planning link

By DAVID GREEN

TESCO and Marks and Spencer have joined forces in the fierce battle among major retailers to secure sites for new stores. They believe their combined size and reputations will present an attractive proposition to planning authorities.

The stock market's reaction was to push both shares up—Tesco closing 9p up at 23 1/2p and Marks and Spencer 5p higher at 124p.

Both companies stress that co-operation is to be kept strictly to winning permission for the development of sites. Once established they would trade in full competition with each other.

They are looking for edge-of-town sites which would be big enough to accommodate 80,000 sq ft, with parking space for around 1,200 cars. That means an area of 12 to 15 acres.

CITY COMMENT

Stock Exchange faces up to changing times

"We will be asking the Government to extend the official deadline in due course." That seems to be the message.

Enterprise of odd man out

A PLEASING rarity value now attaches to City firms which do not want to be market-makers in Government stock. They are the local equivalent of unsigned copies of books by former Prime Ministers.

Exco, the money-broker and majority shareholder in Reuters' competitor, Telerate, is turning that rarity value to account. It is backing a new company which will apply to be an inter-dealer broker, providing the electronic network through which the market-makers will trade with one another.

In so doing, Exco stresses that it does not mean to be a market-maker itself, which, it says pointedly, will ensure "a lack of conflict of interest."

A few doors down Cannon Street, Exco's rival, Mercantile House, has every intention of owning a market-maker and an inter-dealer broker too. Tullett & Tokyo is setting up an inter-dealer dealing company jointly with Security Pacific, the United States bank, which owns another such business in New York.

Security Pacific also owns 29.9 p.c. of stockbrokers Hoare Govett and will buy the rest when it is allowed. That looks like another market-maker.

Will the inter-dealer brokers' customers, the market-makers, be happy to buy their services from the subsidiary of a competitor? "We've done some research among

the likely major market-makers," says Exco's Bill Matthews, "and we find some concern about possible conflicts of interest. We believe that this is likely to become a contentious matter."

So indeed it has, since Gordon Pepper, of W. Greenwell—another likely market-maker—has been making Mr Matthews' point in stronger language.

Those in the other camp say that the objection is artificial, that they have always had to operate so as to avoid any conflicts of interest, and that if they were ever seen to fail they would be out of business at once.

What we are now seeing is a preview of the intended competition as the new gilt-edged market comes into being. Hoare Govett, Security Pacific's fiancé, is also one of the six Stock Exchange money-brokers who lend money or stock to the jobbers.

Would Exco like to be a Stock Exchange money-broker, lending to market-makers, in the new dispensation? "We've given it a little little thought," Mr Matthews says.

The new inter-dealer broker firm is to be called Williams Cooke Lott & Kissack, after the four young men from leading gilt-edged brokers who have come together to set it up. Exco, their backer, will own 76 p.c. of the shares.

Commodities drift again

THE sudden recovery in the dollar this week combined with the renewed weakness of sterling is liable to put paid to the modest upturn in commodity prices, in

dollar terms at least, which had been in the middle of October, but have begun drifting back again this week.

Sterling-based indices mirror the dollar-based indices. The Financial Times commodity index drifted gradually as sterling rallied from its all-time low five weeks ago. But the index has begun to rise again strongly this week as the pound again came under pressure, and it is now about 1 p.c. above where it was before the sterling's rally began. Copper, lead and tin are all once again dearer than they were a month ago in sterling terms. Cash copper wirebars jumped another £25 to £1,088 a ton yesterday, line was up £10 a ton and is virtually back up to where it was a month ago.

Currencies, in fact, have been more important than supply and demand for most metals over the past month. The pound at one time had regained almost 6 p.c. against the dollar, but has suddenly given up almost half that recovery this week alone.

The main exception to the trend in the past few weeks has been aluminium. Although the United States and Japanese economies have grown faster than expected over the past year, and the West European economies are showing some signs of taking up the running, world production of aluminium last month was about 3 p.c. lower than in the same month last year.

In dollar terms the free market has fallen 30 p.c. this year, stocks have been rising and prices have tended to fall.

The dollar price rallied over the last month and is still higher than it was a month ago, but the sterling price has fallen, and is continuing to fall this week in spite of the pound's relative weakness. The closing price for cash aluminium fell another £4 to £921 a ton yesterday and there is no obvious basis for support in sight. While the Japanese and Americans have cut back on smelting capacity, Alcan has maintained production to try to increase its market share, and new capacity in Europe and the third world has ensured there is no easing of the squeeze on aluminium prices.

Falling orders fail to depress Wall Street

By LAUREN CHAMBLISS in Washington

ANOTHER indication that America's expansion could be in for a rough ride in the fourth quarter even though inflation remains subdued, caused confusion on Wall Street yesterday.

The Dow Jones Industrial Average swung first one way and then the other as traders tried to digest a plethora of news but in the end the stock market closed with a gain of 6.40 at 1,201.52. It was the

second day in the row that investors had managed to pull the market forward after a fortnight of daily declines and it came in the face of discouraging economic news.

The government reported that the consumer-price index held steady in October, with an 0.4 p.c. rise that matched the previous month's increase. There were modest price boosts in nearly every sector of the retail market. For the past 12 months America's main inflation gauge has risen 4.2 p.c.

The inflation news, however, was eclipsed by a worrisome decline in durable goods orders that raised fears about the future strength of the economy. The Commerce Department said durable goods orders dropped 4.1 p.c. in October after a 3.5 p.c. fall in September.

● Sterling closed in New York at \$1.2370, against Tuesday's \$1.2360.

Renold writes down shares

RENOLD, which last week formed it was back on the recovery path—following up 1983-84's £5m turnaround in profits with opening half profits of £1.4m against a restated £2.6m loss.

The company intends eliminating the current £2.8 deficit, its profit and loss account, by reducing the nominal value of its £1 Ordinary shares to 25p and cancelling the 75p paid on each share together with the £1.9m in its share premium account.

Reorganisation and expansion lead to significant gains.

53 weeks to 31.12.84	Consolidated Turnover and Profit	26 weeks to 27.6.1985	26 weeks to 1.9.1984
£M	£M	£M	£M
1185.7	Turnover	580.6	678.3
108.4	Trading profit	55.4	67.1
6.5	Related companies	3.6	4.4
(19.8)	Interest, net	(9.0)	(13.9)
95.1	Profit before tax	50.0	57.6

- Whitbread and Company PLC announce unaudited results for the six months to 1st September, 1984.
- Consolidated turnover up 16.8% over the same period last year to £678.3m.
- Profit before tax and extraordinary items up 15.2% to £57.6m.
- Profit after tax up 8.6% to £42.9m.
- Interim dividend up 10.8% to 2.05 pence per share.
- Management effectiveness increased by reorganisation.

- BEER BREWING & WHOLESALE
- Profits increased by reduced costs
- Lager—Heineken, Stella Artois, Kaltenberg Diat Pils, Whitbread Gold Label Lager—accounted for 44% of beer sales
- 20 local ales support lead brands—Whitbread Trophy and Whitbread Best Bitter

- WINE & SPIRITS
- Acquisition of the Buckingham Corporation will complement Jukus Wine. The combined company will be one of the leading importers of premium wines and spirits into the USA

WHITBREAD

The Brewery, Chiswell Street, London EC1. Tel. 01-606 4455



SAM WHITBREAD CHAIRMAN

- RETAILING
- £1 million per week invested in retail outlets
- Over 1000 new jobs created
- Successful development of Beefeater, Roast Inns and Pizza Hubs—now over 250 restaurants
- Pub food grows through Brewers Fare and Inns Fare
- Threshers, Ashe & Nephew and Whitehalls Wines now provide wide geographic coverage with 770 off-licences

"We are confident that our increasingly cost-efficient beer operations together with the development of our retailing and wines and spirits businesses will lead to continued profit growth."

UNIT TRUST PRICES

AUTHORISED TRUSTS

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

ATTACHMENT FUNDS

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

ALLIED UNIT TRUST LTD.

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

BRITANNIA GROUP OF UNIT TRUSTS LTD.

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

ARBITRUM SECURITIES

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

ARCHWAY UNIT TRUST MANAGERS

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

ATVANTA UNIT TRUST MANAGERS

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

TOWN & COUNTRY BUILDING SOCIETY

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

SUPERSHARES

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

SUPER 7

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

REGULAR MONTHLY SAVINGS

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

MONEYWISE CHEQUE VISA ACCOUNT AND ORDINARY SHARES

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

6.75% WORTH 9.64%

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

BARDON HILL GROUP PLC

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

INTERIM RESULTS

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

Points from the statement by the Chairman, J. G. Tom

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

The Company's Shares are traded on the Over-the-Counter Market by Granite & Co. Ltd.

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

MOST PEOPLE DON'T REMEMBER WHAT HAS BEEN TAUGHT AT SALES SEMINARS

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

The Pro-Security Action Show changes all that - by combining one of the world's leading sales trainers, plus top TV actors to perform live - ensuring the selling skills covered are remembered.

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

The Pro-Security Action Show is on December 13th at London's Cafe Royal - Ring (0227) 3588 for full details or contact

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

Seltran Ltd., 141-143 Worcester Road, Bromsgrove, Worcs. B61 7HN

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00
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BANKLAYS UNICORN

Trust Name	Price	Change
Barclays Bank Ltd.	100.00	0.00
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Barclays Bank Ltd.	100.00	0.00
Barclays Bank Ltd.	100.00	0.00

BANKLAYS UNICORN

17,393	15,548
1,983	1,638
1,190	1,032
0.82p	0.70p

MONEY & EXCHANGES

Oil price fears depress pound

THE pound fell against the stronger dollar yesterday, also lost ground to the continental currencies, as fears mounted over oil prices.

The closing of trading, following a half-hour pause, saw the pound fall to a low of \$1.2410 to \$1.2425, from \$1.2410 to \$1.2425.

The Bank of England gave no view on interest rates, sticking to its existing interventionary operation in the discount market. The Bank also cleared foreign exchange markets, dealers claim.

THE POUND ABROAD

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

OTHER MARKET RATES

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

DOLLAR RATES

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

EUROCURRENCIES

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

FORWARD RATES

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

GOLD PRICE

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

CRUICKSHANKS

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

PLATINUM NOBLES

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

NEW SOVEREIGNS

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

MONEY MARKET RATES

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

CLEARING BANKS

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

INTERBANK

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

LOCAL AUTHORITY DEBTS

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

BANK BILLS

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

STRIKING RATES

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

DOJLAR C.R.

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

16% GUARANTEED

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

INTEREST PAID

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

PER ANNUM

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.10-124.25
Gold	355.00-355.25	355.00-355.25

Full legal security

	21-11-84	20-11-84
America	124.10-124.25	124.10-124.25
France	166.50-166.75	166.50-166.75
Germany	183.50-183.75	183.50-183.75
Italy	208.50-208.75	208.50-208.75
Spain	166.50-166.75	166.50-166.75
Switzerland	148.50-148.75	148.50-148.75
Japan	166.50-166.75	166.50-166.75
Canada	101.50-101.75	101.50-101.75
South Africa	124.10-124.25	124.

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Offices in Europe: The Americas, Africa, Australia and Asia Pacific.
City: 01-236 5394

Payroll Manager for SAINSBURY'S

CENTRAL LONDON: AROUND £15,000 + CAR

SAINSBURY'S

Sainsbury's is the UK's leading food retailer with over 250 supermarkets and an enviable on-going growth and profits record. Based at our head office in Blackburn, your key role will be to lead a team of around 20 payroll staff responsible for the accurate production of our payroll to tight deadlines. This is a very challenging, demanding and rewarding post - we currently employ around 55,000 staff and plan to open an additional 50 new stores over the next three years. We are implementing a new payroll system based on the MSA package and the position will involve close liaison with our D.F. and Accounting Departments.

Probably aged 30 to 50, you should have substantial knowledge of large

computerised payroll systems including proven management experience. The ability to work under pressure plus first class leadership, interpersonal and decision making skills are essential. Excellent benefits package includes BUPA, profit share and share option scheme (subject to service) and relocation assistance, where appropriate. Please write with a detailed C.V. or telephone for an application form, to: L. D. Thompson, Recruitment Manager, Headquarters Personnel, J. Sainsbury plc, Watford House, Barnard Street, London SE1 9LL. Tel: 01-921 6576.

Manager - Recruitment Agency

SURREY

CPC

An established agency with ample financial resources is diversifying its activities into the recruitment of technical and professional staff, permanent and temporary, for UK and overseas construction industries. This provides a recruitment consultant, with relevant experience, with the rare opportunity to create a new venture.

Conditions of employment are open to discussion. Please send C.V. and details of current reward package to Bob Loversay, CPC Recruitment, Heron House, Buckingham Street, Aylesbury, Bucks.

Network Controller - Telecommunications

CENTRAL LONDON



... to join the newly created control centre of Reliance Systems Limited, a market leader in the telecommunications market and a member of the GEO Group.

Leading a team of three, the task will be to monitor and maintain the performance of our client's London and national PABX systems network. Candidates, preferably trained, should have direct experience of the installation and/or maintenance of electronic PABX's and a knowledge of British Telecom's procedures. Knowledge of private networks including megastream circuits, experience in interpreting traffic figures for network

planning purposes and familiarity with call logging equipment is also desirable. The ability to communicate effectively, verbally and in written form, is essential!

We offer an attractive salary package including contributory pension scheme. Applications, detailing relevant experience, should be sent to: George Siod, Reliance Systems Limited, Turnells Mill Lane, Wellesborough, Northants NN8 2RB.

Regional Marketing Manager

BASED SURREY

LAING

Our Southern Region, which covers the area South of the Thames from Newbury to Thame, requires a Marketing Manager to work out of its headquarters. This is a senior appointment in a Region which handles the full range of construction projects.

Reporting to the Regional Director, you will lead a team of regional marketing and sales staff and have overall responsibility for achieving sales targets and for developing business opportunities within existing markets in both the public and private sectors. You will also be expected to develop contacts with potential clients and their advisers who could be in any of the construction or associated professions. Responsibilities will

also embrace promotional activities. This is a challenging position with plenty of scope for personal initiative and drive.

You must have in-depth experience of the construction industry and ideally possess established contacts.

An attractive salary will be negotiated and a company car provided, together with five weeks' holiday and other usual large company benefits. Please send a full C.V. including details of salary to: A. J. Beames, Personnel Manager, John Laing Construction Limited, Page Street, Mill Hill, London NW7 2ER, or telephone 01-906 5215 for an application form.

Sea Bed Survey Specialist

LONDON BASED



BP Exploration is seeking a specialist experienced in the acquisition, processing and interpretation of sea bed, shallow sediment and marine geophysical data. Based in the Survey & Cartography Division in London regular periods will need to be spent on offshore survey missions in UK waters and operational areas abroad. You will provide input to both exploration and production engineering development projects and will also be expected to identify and pursue useful areas of research.

You should have a good honours degree in a subject cognate to offshore hydrographic/geophysical survey, such as Surveying, Geology, Oceanography, Geophysics, Maritime Studies, with, preferably, a relevant MSc or PhD. You should also have at least five years' experience

in varied offshore hydrographic or geophysical survey related to sea bed data acquisition, the use of various data acquisition sensors, the interpretation and analysis of survey data, and the presentation of reports.

We offer a competitive salary plus an excellent range of fringe benefits including generous relocation expenses, where necessary. Please write or telephone for an application form, quoting ref. 0.177 to: Susan Skolar, Recruitment & Placement Branch, The British Petroleum Company plc, Britannic House, Moor Lane, London EC2Y 9BU. Tel: 01-920 3484.

BP is an equal opportunity employer.

Management Accountant

NORTH WEST: £12,000 + CAR



from brewing, catering, retail or related industry

Pernine Hosts, an autonomous multi-million subsidiary of the Host Group (listing £240m), is setting new standards of excellence to which the competition can only aspire in its 270 managed pubs, restaurants, and cafe bars in the North.

This appointment results from a promotion. With a team of four and reporting to the Financial Controller key tasks will include the provision of comprehensive management information, the evaluation of investment opportunities, and the progressive development of new, advanced accounting technology. On your own initiative as a member of the dynamic management team you will monitor financial performance and

recommend action to exploit positive and eliminate negative variances. You will be in your 30's or early 30's and for preference qualified ICMA with at least 3 years' experience in brewing, catering, retail or other relevant fast moving, results oriented multi-outlet business.

We offer a competitive salary plus an excellent range of fringe benefits including generous relocation expenses, where necessary. Please write or telephone for an application form, quoting ref. 0.177 to: Susan Skolar, Recruitment & Placement Branch, The British Petroleum Company plc, Britannic House, Moor Lane, London EC2Y 9BU. Tel: 01-920 3484.

BP is an equal opportunity employer.

Managing Director - Designate

£20,000 + CAR

Capital Equipment Sales

HAY-MSL
CONFIDENTIAL
ADVERTISING

... for the wholly owned subsidiary of a well established and profitable UK Plc, turnover around £50m. The company specialises in the marketing and sales of high quality capital equipment throughout the UK, together with the manufacture of a range of ancillary products.

The successful candidate will have full profit accountability and play an important role in future growth. Key tasks will be to increase sales volumes, review existing product market strategies, and manage effectively sales, engineering, and administrative staff.

The requirement is for an engineer, aged 35 to 45, educated to at least

HIGH level, with substantial experience in marketing capital equipment at senior executive level. Familiarity with printing processes, particularly silk screen printing, would be advantageous.

Basic salary as indicated, normal large company benefits, including profit related bonus and relocation assistance to the West Midlands. Please write - in confidence - with full details including salary and a separate list of companies to whom you would refer the your candidate to: Richard Crasby, Tel: 0250 46 HAY-MSL, Confidential Advertising, Union Chambers, 63 Temple Row, Birmingham B2 5NS.

Develop your career in Project Management

SUSSEX COAST

Real career potential... fast growth environment



Hunting Hivolt, one of the most rapidly expanding engineering companies on the South Coast is a member of the Hunting Group of Companies. Opportunities exist to work on our military contracts which include the design, development and installation of communications and electronic systems in military vehicles, together with mobile power generating systems.

You will work on a variety of MOD contracts from conception to completion, interface between clients, colleagues and contractors, and generally make things happen when they should, using persuasive and

administrative skills, and balancing commercial considerations with customer requirements.

We seek graduates or equivalent with two or more years' experience in a project management environment. Major company benefits include relocation help and career prospects are linked to company success, and are therefore good.

Please send full details, including salary, making an application form unnecessary to: Chris Blake, Hunting Hivolt Limited, Riverbank Works, Shoreham-by-Sea, Sussex BN14 5PL.

Marketing Executive - Construction

SOUTHERN ENGLAND

HAY-MSL
CONFIDENTIAL
ADVERTISING

... for a long established building and civil engineering company. Intending to expand activities into the South of England/London area.

You must have worked at senior management level in the construction or a related industry and have good contacts with architects, engineers, local authorities, developers, and other decision makers.

An appropriate qualification in engineering, architecture, surveying or marketing is desirable.

You will be expected to operate largely on your own initiative and to

assist in the development of company strategy.

This is a challenging job and attractive salary and conditions can be negotiated by the successful applicant.

Please write with full career details. These will be forwarded direct to our client. Last separately companies to whom your application should not be sent: B. G. Woodrow ref. 0.1836. HAY-MSL, Confidential Advertising, 52 Grosvenor Gardens, London SW1W 0AW.

Sales Representative - Medical Products

AROUND £11,500 + CAR

Amersham

Amersham International plc is a world leader in the supply of immunoassay kits for clinical diagnostics, with important and successful product lines in thyroid, oncology, obstetrics and gynaecology. We are rapidly expanding these and other areas including virology using both our well-established radioactive and innovative non-radioactive technologies.

We currently have an opportunity for a Sales Representative to sell our range of clinical diagnostics to hospital laboratories in a territory covering:

NORTH EAST, THAMES, EAST ANGLIA & TRENT REGIONAL HEALTH AUTHORITIES.

The territory also includes Northern Ireland which is visited approximately every 2 to 3 months.

With a degree in a scientific discipline, preferably biochemistry, or a qualification to A.L.M.S. standard, you should have either 2 to 3 years' experience

successful sales experience or have a good knowledge of immunoassay procedures and now wish to develop a career in sales. Sound commercial awareness plus good organisational and communication skills are essential.

A willingness to be located within the UK mainland part of the sales territory is essential and generous relocation assistance will be provided, where appropriate. As a dynamic growing organisation we can offer real opportunities for career progression.

Please write with a detailed C.V. or telephone for an application form, to: Alan Bell, Personnel Manager (AB), Amersham International plc, White Lion Road, Amersham, Bucks. Tel: Little Chalfont (02904) 4444, ext. 3309.

Training Officer

LONDON BASED

Management development and interpersonal skills training



BP International Limited seeks an experienced training officer to join a team of trainers who provide management development and interpersonal skills training and advice as a central service to the BP Group.

From time to time the training officer will be required to deliver training programmes on a range of existing topics, including training and development needs, designing, directing and resourcing specific training events, evaluating the effectiveness of training, advising line management on developments in training methodology and contributing to initiatives taken in organisational development and training consultancy.

The position is based in our London office but the successful candidate will be expected to spend a considerable amount of time at the Group's training centre in Buckinghamshire.

Candidates should have a University degree or equivalent professional qualification, preferably in the behavioural sciences, with five years' commercial/technical experience and a minimum of three years' relevant front-line training experience.

The BP Group offers good career prospects both within the training function and in the broader personnel field. Salary commensurate with experience is part of an attractive benefits package which includes non-contributory pension scheme and generous relocation assistance where appropriate.

Please write or telephone for an application form, quoting ref. 0.175, to: Susan Skolar, Recruitment & Placement Branch, The British Petroleum Company plc, Britannic House, Moor Lane, London EC2Y 9BU. Tel: 01-920 3484.

BP is an equal opportunity employer.

Sales Manager

Substantial Salary + Benefits

North Yemen

Our client is a privately controlled group of companies with substantial interests in the Middle East including commodity trading, light industries, tourism and investment businesses. A well founded and enterprising group with plans for substantial expansion and diversification, it is now seeking to appoint a Sales Manager for its marketing and distribution organisation of consumer packaged goods to be based in North Yemen.

Responsible directly to the General Manager, the successful applicant must have had considerable experience in fast moving consumer goods, preferably in the Middle East.

He must be able to direct, motivate and control a sales force in a market with a complicated distribution structure, identify problems and take full advantage of the existing situation to resolve such problems as they arise.

Forecasting the demand in each product category, he must be able to set realistic volume targets for the sales force to achieve. Therefore, training and supervision of the sales force will be a key function as will the ability to communicate effectively at all levels.

Responsibility will include sales, distribution and merchandising of all products, either manufactured locally or handled on behalf of principals.

Candidates are urged to write in full confidence, to Don Day FCA, Executive Division, enclosing a curriculum vitae, quoting ref. 177, at Michael Page Partnership, 31 Southampton Row, London WC1B 5HT.



Michael Page International
Recruitment Consultants
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Birmingham Manchester Leeds Glasgow

Programmers to Senior Systems Analysts

£10,000 to £16,000 + 5% mortgage + bank benefits

What are you going to do in 1985? Much the same as this year? One phone call could change that.

We are a major employer of IBM systems professionals in the UK, and can offer you a real challenge for 1985. In our new international systems development centre in Croydon, we are operating large IBM and Amdahl mainframes running IMS DB/DC, MVS/SP, and VM/SP. We are developing systems to support our international banking network throughout Europe, Middle East and Africa. At the same time we are co-ordinating the migration of these banking systems to other geographic areas - to Asia, the Far East and Latin America. Together these activities represent one of the largest international systems development plans undertaken by a financial institution. And you can be part of it.

If you have experience within a large IBM mainframe installation, then it must be worth finding out more.

YOU CAN TELEPHONE US ON 01-760 6171 BETWEEN 9 A.M. AND 7 P.M. TODAY THURSDAY 22nd NOVEMBER, TOMORROW OR MONDAY OF NEXT WEEK.

On other days call us during office hours or write to Sue Stephen Bank of America, 41 Cherry Orchard Road, Croydon, Surrey CR9 6BY.



Bank of America

Technical Sales Age 24-28

What are you looking for?

Now that you've "earned your spurs" in sales, you're probably seeking a more challenging role a role which will test your business skills obviously but also one demanding a high level of intellect and responsibility.

Market leaders in the field of specialty chemicals, we can offer you just that. Having recently restructured our nationwide sales organisation, we have opportunities for graduate calibre sales professionals with the initiative, commitment and business flair to manage an ever increasing, varied customer base.

If you've the skills, and just as important, the personality we're looking for, you're on the way to a secure stimulating career. 90% of our Sales Managers are recruited internally. Naturally, we'll provide you with comprehensive training, sales support and encouragement - we want to see you succeed - but you must convince us of your potential to develop and keep pace with this dynamic sales environment.

You'll find our benefits package just as attractive - an excellent salary, performance related earnings and company car. If you meet our pen picture, contact Chris Bulmer on (0753) 33494 or alternatively write to me at National Adhesives & Resins Ltd., Galvin Road, Slough, Berks.

National Adhesives

Software Design for the communications systems of the future

Hampshire up to £16k

A fantastic new opportunity for real-time Software Designers to develop a complete range of applications software targeted to the latest technology of modular hardware. You will have the freedom to concentrate on genuine new aspects, no more re-writing of someone else's program.

This is a technical breakthrough now being enjoyed by Software Designers at Plessey working on MRS - our multi-role system for secure communications networking. The system is based on the Intel 8086 series microprocessors, using VAX 11/780's for software development and micro-processor development systems with in-circuit emulation.

Currently we are expanding four software teams: Foundation and Executive, Man Machine Interface, System Management, and Message Handling. This 30 strong group is designing and developing Message Processing equipment for DISCON - a multi million pound project for the Australian government. If you have five years experience in a real-time environment - only three if using Coral 66 - plus preferably a science degree, you could join the group in a key role as a software engineer.

Starting salaries are up to £16K, with promotion open to you on a merit based technical progression path within our systems house operation.

Interested? Contact Graham Spittle, Recruitment Manager, Plessey Defence Systems Limited, Abbey Works, Titchfield, Fareham, Hampshire PO14 4QA or telephone Titchfield (0329) 48866.



PLESSEY
electronic systems

History: The subject, mid-30s, has had a successful career in the sales/marketing sector of the healthcare/pharmaceutical industry. Displays an interesting balance of force and subtlety; has demonstrated leadership skills, professionalism, maturity and a logical, analytical approach to performance improvement and problem solving.

Diagnosis: Incipient promotability.

Treatment: Rx £25,000 p.a. and car until stabilised - then increase the dose at regular intervals.

Regime: 3 or 4 months' rigorous training at European headquarters followed by UK appointment as

National Sales Manager/Director

Prognosis: General management in an English-speaking company in the Group as part of future career development.

If you fit, or nearly fit the profile and you know that your condition calls for the treatment, write now with succinct, comprehensive letter/CV, or telephone Roger Stephens, who is advising, Ref. 8428.

Roger Stephens
& Associates

Management Search • Selection • Development
Dolphin Yard, 11c Holywell Hill, St Albans, Herts AL1 1EZ.
Telephone: St Albans (0727) 27474

THE BURTON GROUP MENSWEAR EXPANSION PROGRAMME

The Burton Group is one of the most successful and dynamic fashion retailers with an outstanding record of growth and performance. As part of their continuing expansion programme they are looking to further develop their menswear businesses.

Candidates must be ambitious self-starters with the drive and enthusiasm to succeed in a performance-related environment. Proven experience in range building, styling and colour trends together with the ability to negotiate with major sources in the UK and overseas is essential.

Opportunities for experienced Buyers exist in the following areas:

FORMALWEAR CASUAL JACKETS & TROUSERS CASUAL SHIRTS & LEISUREWEAR

These opportunities offer an outstanding remuneration package comprising a substantial basic salary, performance-related bonus, car and benefits.

If you would like to join a company which has demonstrated outstanding success with significant career development opportunities then contact, in absolute confidence, Rod Booth, (RB/3666), Star Executives Limited, 164/168 Oxford Street, London, W1N 8AJ. (Entrance and Reception 28/30 Market Place.) 01-580 0843

Star Executives Limited
MANAGEMENT RECRUITMENT

01-580 0843

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 City: 01-236 5354

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 Leeds 0532-454757 • Manchester 061-834 2425

Business Analysis/Administration International Company - High Technology

SONY
 Broadcast

Sony Broadcast is a highly successful and rapidly expanding Company with a reputation for producing high quality television equipment throughout Europe, the Middle East and Africa. An excellent opportunity for a young person at the Company's international headquarters, located in Hampshire.

The successful candidate will join a young enthusiastic team engaged in a wide range of activities which includes business analysis, planning and control. They will be given a great opportunity to develop their personal and professional skills, working on a computerised budgeting system together with other projects.

Applicants should be aged 25 to 30 years and educated to degree level in Business Studies, Economics or a related discipline. A minimum of 4 years' commercial experience, preferably in a multinational, is required. An outgoing personality, excellent communication skills, both written and verbal, and a significant level of numeracy are essential.

We offer an excellent benefits package, including an attractive salary, free private medical cover and Company pension life assurance scheme. If you are interested, please contact Mike Jones, Assistant Manager, Personnel, Sony Broadcast Limited, Oak Wall House, Basingstoke, Hampshire RG21 2LA, Tel: Basingstoke (0756) 59563.

MMB
 MILK
 MARKETING
 BOARD

PR Executive

The Milk Marketing Board's Public Relations Division is looking for an additional PR Executive, to be based at its Head Office in Thames Ditton, Surrey.

The Board is a farmers' organisation, working for the 39,000 milk producers in England and Wales. Its activities range from the provision of breeding and production advisory services on the farm through to the development and promotion of new uses and markets for milk. The Board's commercial and Dairy Crest, is one of the largest food manufacturing and transport businesses in the country.

Consultant Trainer

AIR CALL

Aircall, the largest independent telecommunications company in various communications skills.

Responsibility is for setting up and presenting training courses to existing clients throughout the UK and for developing your client base by planned and systematic selling techniques.

Production Manager - Electro Mechanical Products

EAST ANGLIA

HAY-MSL
 CONFIDENTIAL
 ADVERTISING

Our client is a successful consumer products manufacturer, £20m turnover, and this appointment is to head a department of 130 assembling a broad range of electro-mechanical products - including 12,000 electric motors per week - in medium batches.

The prime task is to motivate the team and harness the resources of other departments in order to meet a demanding production programme. As this will call for considerable problem solving, the successful applicant will be tenacious, intellectually thorough and prepared to challenge convention.

International Projects Accountant

NOT LESS THAN £15,000

Bag packed? Will travel?

Boots

We want a young highly professional Accountant with an insatiable enthusiasm for international travel (at short notice) and the ability to make a fast and effective contribution in any of our many overseas companies.

Tips and projects could last several days or several months; they are likely to be investigative and evaluative and could mean temporary relocation to the local Chief Financial Executive of an overseas company. The role is demanding but rewarding. It needs a graduate or similar, probably aged 27 to 35, with at least five years' post-qualification experience which should include work in industrial/manufacturing or commercial environments and involvement with overseas subsidiaries.

Sales Representatives - Cartons

Enjoy the freedom to develop your own business!

HAY-MSL
 CONFIDENTIAL
 ADVERTISING

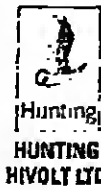
These two key posts are to join a leading UK producer of printed and folded cartons, supplied principally to food, confectionery and toiletry manufacturers. Both appointments, which will play important parts in the company's existing plans for further growth and development, will involve producing new business and servicing existing customers. The South of England territory includes the South Coast and spans the area from London through to Bristol; the other position covers the whole of the East Midlands and East Angles. Both report to the National Sales Manager.

Candidates, aged mid-20's to mid-30's, must reside within the relevant area and should be selling currently with a leading manufacturer of printed, folded cartons. A fully enthusiastic approach is essential. An attractive benefits package includes Cavalier Healthback and all business expenses. Please write with full career details. These will be forwarded direct to our client. Please list on a separate sheet any companies to whom your application should not be sent. Andrew Russell ref. D1836, HAY-MSL, Confidential Advertising, Union Chambers, 63 Temple Row, Birmingham B2 5NS.

Export Sales Manager

Run your own show... sell a new product range

SUSSEX COAST: c.£18,000 + CAR



Hunting Hivolt, one of the most rapidly expanding engineering companies on the South Coast, is a member of the Hunting Group of Companies.

Some novel products are anticipated, primarily European. You must have an export sales marketing background together with packaging experience, ideally in pharmaceuticals, foods or canned goods. You should have OMC or equivalent, and could well be an engineer. A major company benefits include relocation help. Earnings quoted include c.£15,000 salary, plus commission for on-target performance. Please send full details, including salary, making an application form unnecessary to: Chris Blake, Hunting Hivolt Limited, Riverbank Works, Shoreham-by-Sea, Sussex BN14 5PL.

Taxation Specialists

CENTRAL LONDON



Due to the expansion of our Group Tax Department, we have opportunities for Taxation Specialists to join teams dealing with the companies planning and advisory aspects of the department's activities. There are also opportunities in the future for assignment to other Group companies either in the UK or abroad.

Candidates should be: either Graduate Chartered Accountants, probably aged 24 to 28, with two years relevant experience or Graduate H.M.T., qualified staff at Inspector (P) or (SP) level in the Inland Revenue.

Production Engineering Manager

ENFIELD, MIDDLESEX



We are a leading international supplier of specialist hoses, bellows and assemblies, manufactured in metal, rubber and plastic, with around 850 employees in the UK and overseas. Our extensive product range is sold into a wide variety of users and markets. Production processes extending from large batch through to special, high intensity component assembly.

This new appointment, reporting to the Operations Director, spans broad-based responsibilities for production engineering and related services. The key task is to achieve improved manufacturing performance through: monitoring the development requirements of existing equipment, and implementing these developments; ensuring manufacturing resources can respond efficiently to changing demand.

Microwave Planning Engineer

for the new Mercury network

CENTRAL LONDON



Mercury Communications, a subsidiary of Cable and Wireless, is establishing an advanced telecommunications network in the UK to serve the needs of the user both now and into the 21st century. The network is based on digital transmission and uses cable, optical fibre and satellite routes.

You must have at least 3 years' experience in radio or line communication engineering. Preferably under 30, you must have an appropriate qualification in telecommunications including some specialisation in line transmission or microwave. As travel throughout the UK is necessary a clean driving licence is essential. Salary will be in the range £8,000 to £13,420, depending on experience and qualifications. We provide an excellent benefits package including a London Allowance.

Personnel Manager

OVERSEAS STAFF



Our client is a well established £75m, British group of companies engaged in civil and mechanical engineering. Based in a pleasant part of Southern England they undertake large scale engineering contracts throughout the world.

They now seek to recruit a Personnel Manager to be responsible for all aspects of the recruitment, selection and employment of permanent and contract staff for overseas contracts. Recruitment experience in the civil, mechanical or petrochemical contract industries is essential; line management experience is desirable.

Sales Engineers - Various Locations



Due to internal promotions, and other positive developments, a number of vacancies exist throughout the UK for experienced Engineers to join our Field Sales Teams. The positions involve selling Sandvik's complete range of carbide cutting tools, tool holding and work holding products, together with the requirement to discuss machining solutions with customers at all levels within the engineering industry.

Applicants should be aged 25 to 35 with a detailed background in engineering. A minimum requirement is a B.Sc. or equivalent in Production or Mechanical Engineering, with machine shop and technician or design experience. Experience in process planning and CNC machining and programming would be an advantage.

Manufacturing Director (Designate)

Hampshire £16,000+Car

A small autonomous subsidiary of a quoted group wishes to appoint a manufacturing manager to be promoted director after a short proving period. The company, a light engineering manufacturer, has an established and well marketed product range.

Currently turning over around £1.5m and operating from a 27,000 sq. ft. facility, the company is primarily involved in sheet metal working, steel and alloy framework, assembly and finishing. With the appointment last year of a new managing director who has been instrumental in significantly improving the marketing activities and management controls, the company is proving successful.

To strengthen the management team on experienced manufacturing manager is now required to specifically make a number of improvements in such areas as unit labour costs, factory layout, production engineering and control systems. The requirement is for a person with experience in these areas, particularly shop floor management, combined with a well developed commercial sense and the drive to implement change. Age range 30-40.

Candidates should apply in confidence, quoting ref. L146, to:

Chris Haworth,
 Mason & Nurse Associates,
 1 Lancaster Place, Strand,
 London WC2E 7EB.
 Tel: 01-240 78153.

Mason & Nurse
 Selection & Search

PROCUREMENT Key Opportunities for Professionals

As the European headquarters of one of the world's top 200 companies, we have achieved substantial growth since our formation twenty five years ago. This has been the result of wise investment in expanding industries and will continue with further geographical expansion and product diversification. Sound commercial judgement and high professional standards will continue to be the hallmarks of our employees.

At the centre of this expansion there is a strong procurement function with a professional and pro-active approach to the purchasing of capital equipment and consumables for our major operating divisions.

Unique opportunities currently exist for purchasing professionals aged 25-35 and educated to degree level. Preferably in a technical discipline. You will have the potential to develop from your initial appointment and have strong views on the role of procurement. Experience in capital equipment procurement would be an advantage. Salary and career prospects will match the importance of these appointments.

Write enclosing details of career to date and salary to: Jeremy Addison, Personnel Manager, Air Products Limited, Hersham Place, Molesey Road, Walton-on-Thames, Surrey KT12 4RZ.

AIR PRODUCTS

High-calibre Engineers

Help to make us an even more significant force in Process Engineering
 North West
 Attractive Salary & Benefits Packages

Costain Petrocarbon is already an international leader in its field, specialising in the engineering, construction and project management of a wide range of plant facilities for the process industries. No one has been more instrumental in our success than our Engineering teams, and in order to meet our clients' still increasing requirements, we're looking for high-calibre Engineers for the following areas:

ELECTRICAL (Ref JB 1)
PIPING (Ref JB 2)
INSTRUMENTATION (Ref PM 1)

These senior appointments require chartered status, minimum HNC level qualification and at least five years' experience in the process industry.

PROCESS

1. Polymer Specialists (Ref AF 2)
 Senior posts requiring experience in polymer plant design.

2. Low temperature plant design (Ref AH 2)
 Appointment may be at Senior level depending on experience.

Process Engineers of either discipline must be graduates in Chemical Engineering and M.Chem.E.

Nuclear Division
ELECTRICAL (Ref PH 1)
PIPING (Ref PH 2)
INSTRUMENTATION (Ref PH 3)

H & V (Ref PH 4)
MECHANICAL (Remote Control Handling) (Ref PH 5)

These senior level posts within our Nuclear Division require:

minimum HNC level qualification, the appropriate Institute membership and at least five years' experience with preference given to those with a Nuclear background.

All positions are based at our Head Offices in South Manchester, which are within easy reach of a wide range of attractive and reasonably priced housing in Cheshire and the surrounding areas.

As well as attractive salaries, we offer the comprehensive range of benefits expected of an international leader, along with genuine career prospects with a company undergoing significant expansion. Relocation assistance is available if required.

Male or female applicants please telephone for an application form, or write with a comprehensive C.V. and quoting the appropriate reference, to: The Personnel Department, Costain Petrocarbon Limited, Petrocarbon House, Sharston Road, Manchester M22 4TB. Tel 061-988 7000. Costain is an equal opportunity employer.

COMMERCIAL LAWYER

c.£15,000

As a member of the commercial contracts section, you will draft and advise on all aspects of multi-million pound contracts in the UK and internationally. Candidates must be a qualified Solicitor or Barrister with at least three years' post-qualification experience preferably including commercial contracts. For application details, see above.

COSTAIN
PROCESS

INNOVATIVE DESIGN ENGINEERS

Electro-mechanical Devices
 North West

A reputation for quality and reliability has provided the growth to create these exciting vacancies within a leading British company.



Hoggett Bowers
 Executive Search and Selection Consultants
 BIRMINGHAM, GLASGOW, LONDON, LEEDS, MANCHESTER, NEWCASTLE, NOTTINGHAM, SOUTHAMPTON, ST. LOUIS, WASHINGTON, D.C.

SECTION LEADER c.£13,000

Taking an active part in the design role, you will be responsible to the Technical Director for initiating new ideas and product designs. The ability to manage a small, talented team, is essential. Ref: 25-419/D12.

DESIGN ENGINEERS c.£11,000

Reporting to the Chief Designer, you will be responsible for the design of a wide range of new products, from conception to finished production drawings. Ref: 25-420/D12.

Candidates for both positions should have had a formal engineering training and experience of small component design for volume production. A flair for original thinking is essential, coupled with the ability to work to national and international standards. Experience with CAD would be an advantage. Excellent benefits including relocation assistance are offered to candidates of the highest calibre.

Male or female candidates should telephone in confidence for a Personal History Form, quoting the appropriate reference, to S.A. Stevens, 061-832 3500, St. Johns Court, 78 Garside Street, MANCHESTER, M13 3EL.

Scientific Staff Consultants
 50 Lincoln's Inn Fields
 London WC2A 3PF

SSC
 SCIENTIFIC STAFF
 CONSULTANTS

Hoggett Bowers

Executive Search and Selection Consultants
BIRMINGHAM, CARDIFF, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE and SHEFFIELD
Sales Specialists — Computer Industry

Turnkey Systems
Manchester/London/Bristol/West Midlands,
Package c.£28,000 + car + benefits

If you feel that your selling skills within the computer industry are not being used to full advantage then our client could provide a future for your expertise. They are one of the fastest growing Computer Systems Manufacturers in Europe with extensive resources, totally committed to further growth. They are looking for sales professionals with at least two years' success in selling turnkey systems to manufacturing companies and to the distribution/retail sectors. In addition, they would also like to appoint a number of high-fliers for their mini computer range. The company's training facilities, sales support, working environment, incentives and career prospects are without question first rate, offering unlimited earnings and a management structure containing very real promotion opportunities. You should be aged 24-40 with an impressive record of sales achievement. The benefits include a competitive basic salary, bonus and guarantees.
P.A. Adderley, Ref: 11612/DT 0532-448661.
Minerva House, East Parade, LEEDS, LS1 5EX.

Financial Director

West London, c.£16,500 + bonus + car

A £3m turnover light engineering company, part of a large diversified group, has a sound profitable market base. A generally new and very young management team aims to further develop the operation and now wants a new Financial Director to join them and make a major contribution to this team. Candidates must be qualified with experience of manufacturing with an emphasis on costing and integrated computerisation. Additionally they must have the maturity and exposure and drive to contribute at senior management level in the full subsidiary company financial role. Growth opportunities are excellent and relocation expenses will be paid.
J.H.E. Davies, Ref: 3737/DT 0225-700633.
3A Hickman Road, Penarth, CARDIFF, South Glamorgan, CF8 2AY.

DP Manager

North London, c.£16,000 + bonus + car

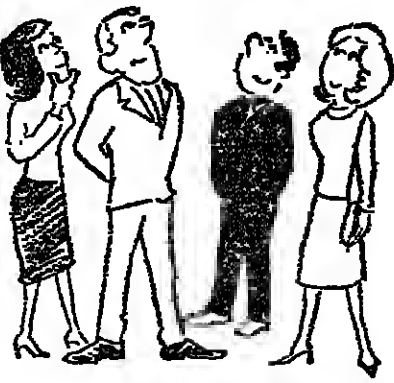
Recent re-organisation within this leading retail company, which has a national network of over 600 outlets and a £300m t/o, has created the above vacancy. Installed are two Honeywell DPS6 machines, each with 2 x 256mb disks. Principal applications are a Stock Control, Payroll and Accounts. The DP Manager will be responsible for setting up a committee, determining priorities, designing systems and establishing and maintaining standards. The need is for a seasoned DP professional with a programming and systems background. Previous management or supervisory experience is essential.
E. Sutton, Ref: 1727/DT 01-734 6852.
Sutherland House, 316 Argyle Street, LONDON, W1V 1AD.

Break into High Tech Sales — Access Control Systems

U.K. Regional centres including Scotland,
Package £15,000 +, plus car plus large company benefits

Access Control systems is a major growth industry with wide-ranging applications and end users throughout all major industrial sectors and Government agencies. Access Control systems provide the means whereby information is fed into a central computer system to provide statistics and control for security, alarm monitoring, personnel tracking, attendance management, travelling management and other monitoring and control. The client is a major U.K. based company and a member of an international blue-chip group and intends to become number one in Access Control within the U.K. In order to achieve this objective a number of dedicated sales executives are required to achieve targeted sales within various regional centres. We are looking for candidates aged 25-35 who are hungry, aggressive and tenacious sales executives who can thrive in a fast growing environment. Substantial large company resources are being invested in this venture, including first class sales training, sales support and technical backup. This is a rare opportunity to break into high-tech selling with a large company that can provide real career opportunities and substantial support. The benefits include a basic salary up to £10,000, an attractive commission scheme and other large company benefits including relocation assistance where appropriate.
P.A. Adderley, Ref: 11640/DT 0532-448661.
Minerva House, East Parade, LEEDS, LS1 5EX.

These positions are open to male or female candidates. Please telephone for a Personal History Form to the relevant office, quoting the appropriate reference.



AT LAST! A CAREER WITH SOME HEAD ROOM...

... a career with an employer that knows how to reward hard work, in an environment that offers plenty of scope for your talents to develop.

We are Kalamazoo-Gilberts — part of the Kalamazoo group of companies. Our products, management information and control systems both manual and computer based. Our clients: large commercial organisations and the public sector.

Your job: working as a member of our highly successful sales team. And if you think that rules out people without sales experience, think again. The people we're interested in come from all jobs and all walks of life... people who will respond to our comprehensive and professional training and apply the necessary determination to succeed in a challenging fast moving career.

If that sounds like the kind of job you should be in, then you'll like the sound of our remuneration package. Top earners exceed £15,000 per annum, and with guaranteed earnings starting at £7,617 (more if you have appropriate experience to contribute) you can see we know how to reward hard work. On top of that you can expect a company car, profit sharing scheme and other large company benefits.

And all the development room you could ask for! We have vacancies in the following areas: London/Avon/Greater Manchester/Tyne & Wear/West Midlands/Merseyside/Norfolk and Scotland, so if you're aged mid 20's — mid 30's with a minimum of 5 'O' levels or equivalent and your CV shows evidence of your personal endeavour, send it to me, Brian Curlett, Sales Manager, Kalamazoo-Gilberts, Watlington Works, The Hyde, London, NW9 6NL Closing date 30 December 1984.

Kalamazoo-Gilberts
YOU'LL NEVER KNOW HOW BIG YOU ARE UNTIL YOU JOIN US!

AMES ADVERTISING

44 BIRKHEADS ROAD, REIGATE, SURREY RH2 0AR. Tel: REIGATE 1073 721 22431

MEDICAL ELECTRONICS

Saving Lives is Our Business

If you have been following the electronic press recently, you might already know that our Engineering team has recently introduced some of the most sophisticated patient monitoring systems ever developed. We are now starting to work on the next generation of products and are expanding our R & D team in the following areas:

SOFTWARE ENGINEERS

Imaginative designers required to work on advanced MCS-86 systems in PLM.

ANALOGUE DESIGN ENGINEER

Experienced analogue designer with microprocessor interfacing experience is required. Medical electronic experience an advantage.

POWER SUPPLY DESIGN ENGINEER

With extensive knowledge of high and low voltage SMPSU's.

JUNIOR DESIGN ENGINEER

A capable graduate electronics engineer is required to assist with a number of projects.

SENIOR MECHANICAL DESIGNER

Experienced in sheet metalwork, injection moulding, extrusions etc.

We welcome you to the exciting world of Medical Electronics! Please write, initially, giving brief details of qualifications and experience to: Mrs. A. Cartledge, Personnel Manager.



Kontron Instruments Ltd., 11 Greenhill Crescent, Watford, Hertfordshire WD1 8XQ

Professional Sales Managers

North/South East England

Professionalism is the hallmark of this multinational company and the cornerstone of their service.

Are you the sales professional they need to represent them in the North or the South East of England?

If so, you are in your mid to late 20's with at least 3 years successful experience of selling at board and senior level. You are self disciplined and self motivated and able to manage an area in the fullest sense.

You would be selling to directors and senior managers of medium to large international companies whose executives are qualified to use the specialist services of our client.

Basic package is around £12,000 and benefits include a company car, generous mortgage subsidy, free pension scheme and health insurance with substantial incentive bonus rewards.

Please apply in writing, with full CV, quoting ref: DT 801 and listing any companies to whom your application should not be forwarded to:

Jill Wilson,
Riley Advertising
(Southern) Limited,
Old Court House,
Old Court Place,
Kensington,
London W8 4PD.

Confidential Reply Service
A member of the Jira Network Group

ACII/FCII

Insurance Professional
to develop and monitor
health trends

London • c.£13,000

In order to offer the best and most competitive in medical insurance and health care, BUPA needs to be aware of every opportunity and trend within the field.

Currently, the company is seeking to appoint a Product Development Manager to develop new schemes and products, research and modify existing ones and analyse competitive activity.

The position calls for organisational ability, flair, imagination and sound commercial judgement. ACII or FCII qualifications are essential. Underwriting experience and knowledge of health related insurance would be an advantage.

In essence, BUPA are seeking someone to help their advance into new areas — and this position offers the opportunity to play a central role in BUPA's future development.

Salary is in the region of £13,000 and benefits include: free life assurance, free BUPA, a mortgage subsidy (after a qualifying period) season ticket, loan scheme and staff restaurant.

To find out more telephone, or alternatively send a full CV to Claire Corrie, Assistant Personnel Officer, Personnel Department at BUPA, Provident House, Essex Street, London WC2R 3AX. Tel: 01-353 5212.

BUPA

It makes all the difference.

NATIONAL ACCOUNTS SALES MANAGER

CROYDON

We are a major building services maintenance company and we are seeking to appoint a National Accounts Sales Manager. Reporting directly to the Managing Director, the successful applicant will be responsible for the motivation and development of our existing sales team, obtaining new major accounts, preparing sales marketing plans and forecasts and leading sales negotiations. Ideally, applicants would have a number of years in the HVAC industry with a proven track record in sales. We offer an excellent salary, plus a car and all the benefits associated with a large established national company.

Applications with CV, to: Norman Mason, Personnel Manager, Haden Whitehouse Limited, Carver House, Duncannon Road, Croydon, CR0 8XP, Surrey.

THE WORLD'S LEADING PROCESS COMPANIES HAVE LONG LINKED THEIR SUCCESS TO OURS. NOW WE INVITE YOU TO DO THE SAME.

Our success lies in the diversity of our business activities both in terms of product range and market application. Traditionally renowned for our heat transfer and separation products, we also supply complete process plants, inclusive of microprocessor based control systems.

The future is promising and with the creation of a number of important new developments through our UK operation, we doubt there has ever been a better opportunity to link your reputation to ours.

TECHNICAL MANAGER
This key senior appointment carries management responsibility for all technical aspects of projects for the Food and Beverage Industries, particularly in the areas of Process Design and Commissioning. It will demand the expertise of a Graduate Engineer who has already achieved management status and who combines technical skill and business awareness with a detailed knowledge of the relevant industries. Age range 35-40.

PRE-PROJECT ENGINEERS
Expansion of our Contracting Division has created two new appointments for graduates in Chemical Engineering or Food Technology with background in Pre-Project Industry Contracting or ideally gained with a Food Industry Contracting background. The role is broad based, offering direct exposure to customers in the Food and Beverage Industries. Co-ordinating specialist technical and responsibilities involve developing technical and commercial solutions to satisfy client's needs. Age range 35-40.

COMMISSIONING ENGINEERS
Operating on sites throughout the UK, the role demands proven practical ability to commission process plants in the Food and Beverage Industries. Candidates should have a minimum of two years' relevant experience supplemented by a degree in Mechanical/Chemical Engineering.

AUTOMATION ENGINEERS UK
As demand for our innovative, programmable process control systems grows, so does our need for high-calibre engineers, men and women qualified to degree/HNC level in Electrical, Electronic or Control Engineering with at least five years' relevant experience and capable of assuming a role which ranges from initial design to post-sales trouble-shooting. Breadth of base, UK travel.

MARKETING ENGINEERS AUTOMATION
We have created a special new function within our Marketing Division that we wish to resource with graduate/HNC qualified engineers who have had exposure to the control and measurement needs of the Food and/or Beverage Industries and now feel

ready to accept a role where the emphasis is on systems marketing and new business development. Knowledge of micro and minis would be an advantage. Developed communication skills are essential. Breadth of base, UK travel, product training in Sweden as necessary. Age 28+.

AUTOMATION ENGINEER SWEDEN
This new role, in an expanding sector of our business, offers an ambitious young engineer with about twelve months post-graduate control Engineering experience, an intensive product and Automation Engineering training programme in Lund, Sweden, lasting about two years, followed by appointment to our UK team.

SALES EXECUTIVE MEMBRANE FILTERS
For this area of increasing importance, we need a graduate Chemical Engineer or Chemist who is not only an expert in the fields of reverse osmosis and ultra-filtration but also has the mix of sales flair, business acumen and presentation skills essential for a direct sales role. The position also encompasses responsibility for a range of pipe and post-sales activities.

PROPOSALS ENGINEER THERMAL
This opportunity in our Separation and Thermal Division is for a talented graduate Chemical Engineer with at least twelve months' experience in design and/or plant operations, preferably preparing design and/or plant equipment sold to the Chemical, Petrochemical and Oil-Share Industries, requiring considerable client liaison.

Each of these appointments has a highly competitive salary and a range of benefits, including a relocation package where appropriate. The prospects for further growth should be exceptional.

For further information about any of these appointments, we invite you to call in at our UK headquarters on Monday 26th November 1984, for an informal and informative discussion, between 5.00pm - 7.00pm.

If you are unable to meet us on Monday but are interested in one of these opportunities, please send your CV to Miss R. Bailey, Senior Personnel Officer, at the address below, or telephone for an application form on 01-590 1821.

**INFORMAL DISCUSSIONS
MONDAY 26TH NOVEMBER
1984 5.00pm - 7.00pm**

AUSTIN ROVER

AREA SALES MANAGERS

South/South West
England

The demands for today's range of AUSTIN ROVER vehicles have never been better. We now plan to consolidate and strengthen this position and as a result we are looking for Area Sales Managers who are able to meet the challenge and respond accordingly. Are YOU up to it?

Your prime responsibility will be to achieve clearly defined sales objectives by developing standards of professionalism within your territory. In the main this will mean advising franchised dealers on all aspects of the business.

To succeed you will need to maximise the competitive skills and resources of experienced individuals. Your career profile will, therefore, demonstrate a high degree of commercial acumen coupled with maturity, personality and drive.

You will have a natural empathy with the Motor Industry having gained your well rounded experience with a motor manufacturer, importer or retail dealership.

Aged 25-35 you will be looking for the opening that only a successful Group like AUSTIN ROVER can provide.

As a result of development of our existing managers we will have further opportunities available in the near future at other locations. Why not write and advise us of your interest.

**AUSTIN ROVER
DRIVING AT ITS BEST**



The terms and conditions of employment are particularly attractive and, of course, include a business car. Relocation costs will be covered where appropriate.

Please write with a detailed Curriculum Vitae indicating current salary level to:

Allan Alcock,
Manager, Personnel —
UK & Eire Sales and Marketing,
Austin Rover Group Ltd.,
Canley Road, Canley,
Coventry, CV5 6DX.

We are an equal opportunity employer.

Ferranti Scottish Group

INFORMATION SYSTEMS ENGINEERS

VISION OF THE FUTURE — CAREER POTENTIAL NOW

Ferranti in Scotland is a centre of excellence and innovation in sophisticated military technology. Our FLIGHT INFORMATION GROUP now has exciting openings for experienced display development engineers. This fast-expanding group is a world leader in video recording/mission planning projects.

With orders now flowing in, these roles offer optimum career advancement potential for professionals eager to work in an environment of progress.

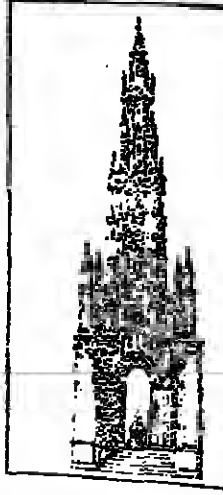
We need Project Leaders with five years development experience in video recording systems to direct day-to-day running of various flight information projects and ensure completion of development contracts.

Senior and Development Engineers, aged 28-35 are required to make vital contributions to design/development requirements of projects. This involves technical knowledge of electronic hardware and some software. Two years digital design/development experience is vital.

Candidates for all posts must have a degree in electrical/electronic engineering with computer science, physics, or mechanical engineering as options. They should also be good communicators, enthusiastic and dedicated.

Salaries are excellent and there is a generous benefits package which includes relocation assistance to those who live over 20 miles from our Edinburgh location.

Phone Bill Mitchell who will put you in touch with the Chief Engineer of FIG or send brief personal and cover details to him at: Ferranti plc, Crewe Toll, Ferry Road, Edinburgh EH5 2XS. Tel: 031-332 2411



FERRANTI
Selling technology



PA Personnel Services PA Advertising

Hyde Park House, 60a Knightsbridge, London SW1X 7LE Tel: 01-235 6060 Telex: 27874
Offices in Birmingham, Manchester, Glasgow, Edinburgh and Aberdeen
and throughout Europe, Asia, Australasia and N America

All posts are open to men and women unless otherwise indicated

A substantial sales management challenge in your 20s

to £20,000 + prestige car
+ benefits

Mars

Top-quality products and aggressive marketing have put us right at the forefront of the UK's biggest packaged-goods market. We intend to strengthen our existing sales management team by recruiting two exceptionally talented individuals. We seek graduates in their 20s who, after undergoing our very thorough induction and familiarisation programme, will be capable of assuming a substantial management role in sales. Within 6-12 months of joining us, we'd expect you to be managing national accounts, or holding down a key central planning, operational or training role, depending on your particular strengths. You'll certainly be on a fast track to a rewarding management future at Mars - including the possibility of international opportunities within the Group - and by no means restricted to sales!

Training is both comprehensive and continuous in an environment where career development is oriented towards general management - so you'll have every opportunity to realise your abilities and ambitions to the full. The excellent salary package is backed by prestige car and an extensive range of non-contractual benefits including, if appropriate, assistance with relocation. If you can demonstrate an outstanding sales record with a progressive employer, and you've already gained some line-management and/or major account-handling responsibility, we'd like to hear from you. To obtain your application form, please ring or write to Rob Sawyer, Management Recruitment Manager, Mars Corporation, Dundee Road, Slough, Berkshire SL1 4JX. Tel: Slough (0753) 23832, ext. 4645.

Operations Management

Food processing and
distribution



We are European leaders in providing a range of temperature controlled warehousing, distribution and processing services to the food industry with locations throughout the UK, France, Belgium and Holland. To enable us to meet our expansion plans, we have vacancies for ambitious operations managers. Our first priority is for a manager based at our largest site at Easton near Grantham, Lincolnshire. Reporting to the Site General Manager, the successful applicant will be responsible for co-ordinating the activities and resources of our public cold and chill stores, distribution cold store and vegetable processing and re-pack facilities.

Candidates, aged 30-40, should be educated to degree standard and must have several years' experience in food processing, packing, storage and distribution, and be able to demonstrate their ability in man-management, together with their understanding of current industrial relations. We offer an excellent salary and promotion prospects, company car, superior pension and associated benefits. Assistance with relocation costs will be available where necessary. A car is provided. To apply, send comprehensive details, including current salary, to M C Barrie, Christian Salvesen (Food Services) Limited, 50 East Fettes Avenue, Edinburgh EH4 1EQ.

Sales Consultant



Tunstall Telecom is the UK market leader in emergency call systems for the elderly. We need a Sales Consultant, for the Sussex, Surrey, Kent area, preferably with experience in mini-computers, telecommunications or other high-tech sales. Experience in selling to local authorities, or government departments would also be very useful.

This is an opportunity to join a successful and growing company with an established customer base. We offer earnings around £15,000, Sierra and a full benefits package. For full details telephone 0977 661234 now and ask for the Personnel Officer - Sales, Tunstall Telecom Limited, PO Box 1, Whitley Lodge, Whitley Bridge, Yorkshire DN14 0JT.

Marketing and Business Development

Horticulture

Part of a successful privately-owned group, our client is a large grower with several nurseries producing a wide range of trees and shrubs for the home and overseas markets. To develop the business further a practical, results-oriented executive is required to analyse the market and determine long term strategy for new products and accounts including development of packaging and distribution, and implementation of the agreed plans. Aged 28 to 40, he/she will be a senior member of a successful team, reporting to the Managing Director. A good track record in marketing/product management should be coupled with skills in direct selling to major accounts. Experience in dealing with

public authorities and retail multiples would be most advantageous. This unusual opportunity will appeal to ambitious, innovative individuals with entrepreneurial flair and strong leadership qualities. The starting salary depends on age and experience, a car is provided and assistance will be given where necessary with relocation costs to an attractive South Midlands location. Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: B9882/DT, PA Advertising, 6 Hightfield Road, Edgbaston, Birmingham B15 3DJ.

Sales Administrators

...with management potential
c.£11,000



Expansion at Wang (UK), the market leading office automation company, has led to vacancies for ambitious graduates at our offices in Central and West London. Our Sales Administrators are not just paper-pushers but make a significant contribution to Wang's sales success by providing vital back-up/support to the sales force. As the primary interface between Head Office, Sales and Administration you will be expected to ensure the highest levels of customer satisfaction are achieved. In addition, by applying tight control to order processing, you will have a direct influence on company revenues and profits. In your mid-20s, you should have a track record in

Sales Administration in a fast-moving industry. Ideally with a computer company, and experience of using a computerised order processing system. Numeracy and good communications skills are essential. Prospects within this fast-growing company are exceptional. In addition to the negotiable salary, benefits include pension, life assurance, private health and share purchase schemes. Please send full career details to: Clare Taylor, Wang (UK) Limited, Wang House, 661 London Road, Isleworth, Middlesex TW7 4EH. Or telephone 01-847 1954 (24-hour service) for an application form.

UK Sales Manager

to spearhead the launch of an
extensive range of new
consumer durables
Based SW Home Counties
c.£20,000 + car

This major international household-name company is poised to launch a wide and highly diversified range of new consumer durables in the UK. The UK subsidiary's exceptionally lean, tightly-knit management team has ambitious plans for the future. Their success will be ensured by the full utilization of all channels of distribution and a continuous programme of new product development. Consequently, a Sales Manager is now sought to be accountable for achieving a high level of distribution UK-wide, soon after the launch of the new product range, early in 1985.

Aged 25-35, with boundless energy and intensely goal and results orientated, you must be experienced in national accounts negotiation and in organising and setting up a new distribution network. Success in this key role can lead to rapid personal development within this major international organisation. To apply, please send cv or telephone or write for an application form, to James Gunn, Ref: S853/0332/DT, PA Sales Selection, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 6060 ext. 289.

Financial Controller (Director Designate)

Head Office-based
South-East
c.£17,000 + car
+ generous overseas travel
allowance

Our client is a successful group of contracting companies operating on an international basis, with large projects throughout the world. It wishes to appoint a Financial Controller whose prime task will be to direct and co-ordinate the various overseas accounting functions, and applications are invited from suitably qualified Accountants, preferably FCAs, aged 35-45. This key post requires exposure to all facets of the group's activities, so previous experience in the field of engineering construction and a working knowledge of management accounting, together with statutory and fiscal requirements, particularly in the Third World, are important. This role will involve

frequent short-term overseas travel and requires high-level communication and management skills. Your initial salary will be circa £17,000 plus generous overseas travel allowance. A comprehensive remuneration package including car, contributory pension, health care and relocation expenses if necessary, reflect the seniority of this appointment.

Please send full cv, including current salary, which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: R3010/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

Chief Accountant

Saudi Arabia based



Norton Christensen, a wholly owned subsidiary of Norton Company, is a market leader in the manufacturing and supply of diamond coring and drilling bits and downhole drilling equipment to the international oil and gas industry. Our continued success has resulted in a requirement for an Accountant to be based in our Saudi Arabian Office located close to Dhahran Airport. The position involves providing a full accounting service for the local company which deals primarily with one large customer/client. Candidates should be qualified accountants with sound industrial experience. Good personal presentation and the ability to communicate effectively at a senior level are important. Some

experience of the Middle East and its customs, although not essential, would be an advantage. The position will provide valuable practical experience and prospects for career development in Europe, including the UK. Our excellent compensation package includes a very generous leave schedule and the full advantages of an expatriate assignment. Appointment will be made on a single status. To arrange a local interview in the United Kingdom, please forward your curriculum vitae, along with salary requirement, in the strictest confidence to: Personnel Manager, Norton Christensen Drilling Products, Bradford House, 39a East Street, Epsom, Surrey KT17 1BL.

Technical support role for an ambitious young chemist

... with an up-to-date
passport!



Sikkens, a subsidiary of Akzo - the Dutch multinational chemicals group - is one of the world's largest paint manufacturers. Our decorative paints and wood finishes are acknowledged to be the best available in a highly competitive market. And customers look to our Marketing specialists to provide all the technical advice and guidance they need. This is where you come in... and begin to go places! Initially, you will spend your first two or three years in the Netherlands learning our trade, so that you can eventually be assigned to a full technical position in one of the Sikkens subsidiaries... possibly in the UK or maybe in North America. This is not a job for a back-room specialist. You must

relish the cut and thrust of a busy marketing department; enjoy dealing with customers at first hand, on a daily basis, often on their premises; be keen to work with people at all levels; and, of course, enjoy travelling. To qualify, you will need to be in your mid-20s, have a degree or equivalent in chemistry and, ideally, some industrial experience. Salary will be geared to age and experience. From then on it's up to you. Full relocation assistance will, of course, be provided. For an application form, please telephone or write to Maryn Wright, Personnel Manager, Sikkens UK Limited, Sikkens House, Station Road, Didcot, Oxon OX11 7NQ. Telephone: 0235 815141.

Factory Production Manager

Toiletries/household products
c.£11,500 + quality car

An fmcy company based in the North-West, which is a market leader in toiletries and household products requires a Factory Production Manager to be responsible for the effective operation of the production and engineering functions. Ideally aged between 25-35, the successful candidate will be educated to degree level in an engineering discipline and have a proven track record in the management of a busy production unit, preferably in a high speed

packaging environment. Usual benefits associated with a major company will apply, together with relocation assistance where necessary. Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: M9128/DT, PA Advertising, Norwich Union House, 73-79 King Street, Manchester M2 2JL.

Electronics Engineer

Precision component
manufacture
Yorkshire
c.£11,000

Our client is an acknowledged leader in the manufacture of high-precision components using the most modern manufacturing systems. An electronics engineer is now required to assist in the design, installation and commissioning of electronic control units for PLC and CNC equipment. Candidates aged up to mid-late 30s should be of graduate calibre with strong relevant experience gained in a manufacturing environment. The successful candidate will also be required to assist on the shop-floor in a trouble shooting, fault analysis role.

Excellent remuneration and benefits package, and relocation assistance where appropriate.

Candidates interested in working in this successful technically advanced environment should send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: M9127/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

PA consulting group: Management Consulting • Technology • Computers and Telecommunications • Personnel Services

DISTRIBUTION PROJECTS ENGINEER

Make your career and our products flow smoothly.

Make your career and our products flow smoothly. IBM United Kingdom Limited is looking for an enterprising project engineer. You will be responsible for the planning, development and commissioning of major materials handling schemes and facilities for the storage and distribution of high-volume products within the UK.

As a key member of a newly created project team, based at Greenford, you will have an excellent opportunity to apply your skills in providing efficient and cost effective answers to our distribution needs.

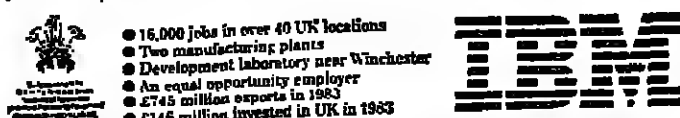
Since our projects involve significant levels of capital investment, you'll not only be expected to provide appropriate technical expertise and experience, but also the sound business sense that will ensure success during the planning, justification and implementation phases of the projects.

Candidates, ideally qualified to degree level should be able to demonstrate proven initiative, creativity, and achievement, having taken a lead role on similar major projects. This assignment may involve travel to IBM locations both in the UK and Europe.

We offer an excellent salary and a wide range of company benefits including free life assurance, a contributory pension scheme and BUPA membership.

If you're interested in this position write, with full cv, to Sue French in the Personnel Department at IBM United Kingdom Limited, P.O. Box 43, North Harbour, Portsmouth, Hants. PO6 3AU. Please quote reference DT/10978.

Closing date for return of applications: Wednesday, 19th December.



- 16,000 jobs in over 40 UK locations
- Two manufacturing plants
- Development laboratory near Winchester
- An equal opportunity employer
- £745 million exports in 1983
- £146 million invested in UK in 1983

Commissioning Manager Internationally Prestigious Offshore Project Total Package up to £45k pa

Our client is responsible for the commissioning of a major part of the largest offshore installation in the world.

Based in Abu Dhabi you will be responsible for all aspects of front-end activities up to and including the commissioning of all systems. Reporting to the Project Manager you will define all commissioning sequences and ensure that they are followed. Salary bonus, allowances, accommodation and leave are excellent for this extended 15 month contract.

Outstanding leadership and abilities of delegation and communication are essential, as is substantial previous experience of offshore commissioning at the same level of responsibility. You are likely to be 40 or over and have a BSc in Chemical Engineering.

Please send full CV, listing companies to which you do not wish to apply, or telephone David Watt of Cripps, Sears and Associates Ltd, 88-89 High Holborn, London WC1V 6JH. Telephone 01-404 5701.

Cripps, Sears

Procurement Manager

Professional with strategic
and operational skills

Salary neg. c.£19,000 Oxford

To a purchasing and procurement professional, Unipart offers challenge on the large scale. Clear leaders of the automotive aftermarket sector our broad-based, fast-moving product range caters for every make and type of car.

Procurement activities are extensive, ranging from sourcing to inventory control with spends running into tens of millions and negotiations with suppliers internationally. Leading a substantial team of professionals you will draw up strategies to maximise the competitive buying power of Unipart's procurement budget.

You must, therefore, be a first-class commercial operator with proven strategic business skills and the ability to negotiate at the most senior levels. You will have gained your extensive experience in the automotive aftermarket or a related industry and be educated to degree level. Preferred age 30+.

This senior and influential position commands an attractive negotiable salary and comprehensive benefits package including BUPA and two lease cars.

Please write briefly for an application form, in the first instance, to Max Emmons, CRS 359, Locker, Bradshaw & Wilson Limited, 178 North Gower Street, London NW1 2NB.



MANUFACTURING MANAGER

East Midlands Up to £16,000 + car

Our client is the principal UK member of a well respected American owned group of companies and is entering the next phase of planned development which requires significant improvement in the area of delivery performance and manufacturing efficiencies, along with the sophistication of administrative systems and processes.

As the company is engaged in the batch manufacturing of fluid control equipment used by process industries - including those concerned with North Sea extraction activities, a well qualified Engineer with a mechanical bias, whose background is in the machining, assembly and test of capital equipment, is required. Through a team of long serving managers, the successful candidate will have responsibility for approximately 100 people, comprising manufacturing, purchasing, production and materials control, works engineering and facilities planning.

A strong manager is required with a knowledge of modern processes and operating systems, having a keen business acumen and the determination and commitment to succeed in a very demanding and target orientated environment. The person appointed will report direct to the Managing Director and will become a key senior member in the company's operation.

Applicants for this post, which carries a range of very attractive financial benefits including a relocation package, as appropriate, and the eventual participation in a profit sharing scheme, should initially contact Leicester 551444 quoting reference number 1019, requesting an application form, or alternatively write to David Hollins at:

QMS Recruitment
Quorn House, 6 Princess Road West
Leicester LE1 6TP
This is an equal opportunity advertisement.

ROYAL DUTCH/SHELL GROUP OF COMPANIES



International Career Opportunities for

Experienced Reservoir Engineers

Familiar with

Conventional and enhanced oil recovery

Injection of gas, steam or chemicals

Reservoir simulation using latest techniques
and technologies

Minimum requirements

1. A university degree in petroleum engineering, physics or another engineering discipline with a strong physical/mathematical bias, or equivalent.
2. Some five years of reservoir engineering experience.
3. A good knowledge of general petroleum engineering and experience in the development of numerical simulation models would be an advantage.
4. Full mobility, i.e. the successful applicants can expect to spend a considerable part of their career overseas. As a Reservoir Engineer you will be required to work in various countries around the world, including the UK and the Netherlands.

Main terms and conditions offered to expatriates

1. To the competent performer, we offer an international career with excellent prospects for development and promotion.
2. Attractive family accommodation or rental assistance.
3. Primary schooling facilities and generous assistance with boarding school fees at secondary education level.
4. Generous annual leave entitlements and free annual leave passage to base country.
5. Good recreational facilities.
6. An excellent pension scheme.
7. Competitive starting salaries commensurate with background and experience. As an example: an experienced Reservoir Engineer assigned outside Europe could earn a tax free income in excess of the equivalent of £25,000 per annum, based on October 1984 rates of exchange.

Please write or telephone for an application form to Shell International Petroleum Company Limited, Recruitment Division (DTR), PNE/22, Shell Centre, London SE1 7NA. Telephone: 01-934 2950.

Ferranti Computer Systems Ltd.

Cheadle Heath Division

The Two Experts in Sonar

Electronic Design Engineers

Like the Dolphin, our real time action systems are unique... their applications require immediate and positive response in a demanding high technology environment which is continually changing. Our unrivalled success reflects our leading position not only in the field of Sonar but also Data Communications, Trainers and Energy Management... and this will continue with the acquisition of major new contracts.

As we are growing fast... we are seeking to expand our Hardware Design teams with the introduction of talented and ambitious Electronic Design Engineers... at all levels, up to and including Team Leader. To qualify, you must have at least two years' suitable experience in the most modern electronic design applied to specially designed computer systems. This should have embraced digital signal processing, analogue data acquisition, signal conditioning, microprocessor systems and computer interfaces.

The requirements of our present projects will stretch your ability and imagination... so you've got to be good.

Salaries are very realistic and will depend upon the level of appointment you are seeking, upon your ability and your potential to advance quickly within the organisation. Attractive benefits include generous relocation assistance.

GREATER MANCHESTER and CHESHIRE... counties steeped with history, contrast and vitality... reasonable house prices and a better place to live and work. For an informal discussion please contact me, Colin Roberts, on 061-428 0771 during office hours or 061-428 0194 after 5.30 p.m. and at weekends, or writing, giving brief career details, for a recruitment package including brochures, quoting reference 329/142 to: Ferranti Computer Systems Ltd., C. Roberts, FREEPOST, STOCKPORT, Cheshire SK3 0YE.

Also, for additional information see Page 498 on Channel 4's Oracle.

FERRANTI
Computer Systems

Cheadle Heath Division

FERRANTI
Selling technology

PRODUCTION CONTROL and PROJECT MANAGEMENT

Two courses, one objective

The objective of every course we run is to provide British industry and commerce with the highest quality personnel who are essential to the country's continued development and competitiveness in today's world markets. These courses are typical and are designed to enable you to achieve a more interesting and rewarding position in industry.

In all cases we pay for your training and give you an allowance, but it is essential that you have been out of full time education for at least 2 years.

PRODUCTION CONTROL

Newcastle Polytechnic

This full time, 21 week course starts in January 1989. It covers all aspects of production planning, control and scheduling, stock control, materials planning and warehouse management and leads to the Institute of Production Control Diploma. You should be 25+, ideally with some previous experience in manufacturing industry and a relevant ONC/C&G qualification.

For full details contact the Administration Faculty of Business and Management, The Polytechnic, Newcastle upon Tyne NE1 8ST Tel: 0632 329002.

PROJECT MANAGEMENT

North Herts College, Hitchin

This full time, 16 week course starts in February 1989 and leads to the Institute of Industrial Management Supplementary Certificate in Project Management.

The course covers the major decision areas of Project Management. To be eligible you should be 25+ with significant experience in a related area and at least an HNC or HND.

For details phone Patricia Haring, MSc, Training Director, 31 Oatagon Parade, High Wycombe, Bucks HP11 2LD Tel: 0494 33473.

MSI Manpower Services Commission

Helping you to help yourself

COMMUNICATIONS ENGINEERS

North African Mediterranean Coast
Oil Industry Tax-Protected Salaries

Overlooking the Mediterranean in the busy port capital city of Tripoli, our client, Oasis Oil Company of Libya has its headquarters for one of the world's largest oil producing companies with an output capacity of up to 1,000,000 barrels per day. The company has retained us to recruit the following communications personnel:

Communications Maintenance Supervisors

c. £26,000

Job Ref: OA/21

To apply you must be educated to bachelor degree standard in Electrical Engineering and have fifteen years experience in the maintenance of communications systems, of which five years should be in a supervisory capacity. The person appointed will be responsible for supervising both town and field based personnel in the preventative maintenance and repair of diverse communications facilities. These include multi-hop, microwave, troposcatter, two-way radio, HFSSB, air/ground radio and beacons, electronic PABX's and outside/inside cable plant.

Senior Telecommunications Engineers

c. £22,000

Job Ref: OA/22

Applicants will have a bachelor degree in Electrical Engineering and have spent a minimum of ten years in the design and maintenance of communications systems. Preferred areas of experience include multi-hop, microwave and troposcatter, multiplex, VHF/UHF two-way radio, HFSSB, air/ground radio and beacons. A knowledge of inside/outside cable plant and electronic PABX's is desirable and digital transmission systems experience would be a definite asset.

BENEFITS

Both these Tripoli based positions carry: • Furnished family/bachelor accommodation • 30 days annual vacation with paid airfares and travel time • Interim leave to Europe with paid air fares and expense allowances • Lucrative savings plan • Educational facilities • Free BUPA medical insurance cover.

Please write for an obligatory application form quoting job reference number and giving brief details of your career history. Those without the qualifications and experience advertised need not apply, and irrelevant applications will not be answered.



JAWABY OIL SERVICE

UMM AL-JAWABY OIL SERVICE CO. LTD.,

Recruitment Co-ordinator, Job Ref: OA/21, 33 Cavendish Square, London W1M 9HF.

CAD/CAM/CAE OPPORTUNITIES

WAYNE KERR DATUM LTD., a French CAE CAD CAM company, are seeking a number of engineering professionals to help in their current expansion plans.

SALES ENGINEERS

Active in the North, Midlands, South West and North London locally require knowledge of PCB design and manufacturing and the sale of capital equipment. Company car provided. On quota earnings £20,000.

MAINTENANCE ENGINEERS

Crawley based. Experience with software and servicing microprocessor equipment required. Company car provided. Salary £7,000 +.

DESIGN AND DEVELOPMENT ENGINEERS

Crawley based. Hardware and software engineers to work on a new range of CAD/CAM/CAE workstation equipment using both Assembler and high level languages and operating systems.



Wayne Kerr Datum Limited, Crawley RH10 2UG, Telephone: Crawley (0293) 543288, Telex: 87201 DATUM G

FINANCE HOUSE OPPORTUNITIES

SALARIES £6,500 to £21,000

Many changes in the Instalment Credit industry now make it more important than ever to seek professional advice regarding that next career move.

Whatever your current level, be it Representative, Manager or Specialist we can advise you on the opportunities that exist in your own area.

Telephone Ray Hewitt or Tom McCordle for a confidential discussion on 061-828 3864 up to 6 pm or write to them at HEWITT MANAGEMENT SELECTION, 183 Ashley Road, Hale, Cheshire, WA15 9SD.

• FIRST IN FINANCE RECRUITMENT •

Sales Administration Manager

High volume, high turnover, high pressure...
...the challenge for a real professional

READING

As the world's second largest computer company, our phenomenal rate of growth has created a rapidly expanding market, not only for our minicomputers, but also for peripherals and supplies provided by Digital.

In order to maintain and develop the efficiency of our Peripherals and Supplies Group, a Sales Administration Manager is now required to head a busy team of up to 25 staff working in a high volume, fast turnover environment.

As the Sales Administration Manager, you will also be an active member of both the UK Sales Administration Operations Management Team and the Peripherals and Supplies Group Management Team. Your proven management skills, analytical problem-solving abilities and sound business acumen will ensure orders are serviced with the efficiency demanded by our customers.

To perform this role effectively, you are likely to be 33+, with at least 8 years' experience in commercial administration, 3-4 years of which will have been in a senior management role.

This is a demanding position within the world's most progressive and successful minicomputer company, and the generous salary is supplemented by all the large company benefits you would expect.

Please send detailed cv to Bill Sykes, UK Sales Admin. Operations Manager, Digital Equipment Co. Limited, PO Box 115, Reading, Berks RG2 0TL. Ref: HBS.

digital

A NEW SALESFORCE FOR THE NEW FORCE IN ROOF TILES

Formed as a joint company between ARC and Tarmac, both leading producers of building materials, Tarctile represents a major investment in the long term development of the roof tile market.

The opportunity now exists for a team of sales professionals to join Tarctile right at the start of this challenging and exciting development.

To be considered you need experience of selling roofing products to specifiers and contractors and the will to succeed as part of a dedicated team with full marketing and technical support.

Remuneration will reflect your experience and an appropriate car will be provided, as well as the benefits associated with two such important parent companies. Full relocation expenses will be provided where appropriate.

If you are interested in being one of the new force in concrete roof tiles, then either send your CV or telephone or write for an application form to Alan Whitehead, Sales Director, Tarctile Limited, Ashby Road, Shepshed, Loughborough, Leicestershire LE12 9BU. Tel: 0509 503050.

Tarctile

Sales Executives City & West London c£30,000 + prestige car

CAPITALISE

... on your capital equipment experience

An above-average basic salary with the opportunity to achieve earnings of £30,000 plus. That's what our client - one of the UK's leading independent office equipment suppliers - can offer top flight sales professionals with capital equipment experience.

Their growth record in the last five years has been phenomenal, with sophisticated new products being launched all the time. They have also established a superb reputation for after sales support and progressive marketing.

We're looking for proven achievers with ambition and initiative to cover territories in the City and West London.

Committed, energetic and tenacious, you will combine personal credibility with excellent communication skills.

This is a chance to maximise your potential in a dynamic, ambitious company which will reward merit quickly. Attractive benefits include prestige car and generous expenses.

Contact Richard Lloyd NOW on 0734 509151 (ansaphone after office hours) at Kirby Professional Recruitment Limited, 24-26 Queens Road, Reading, Berks RG1 4AU.

Kirby Professional
SUCCESS THROUGH RESULTS

East
Midlands

£17,500 + Car
Negotiable

Operations Manager - Clothing

Our client is a division of one of the biggest enterprises in the UK. Its restructuring and development programme now creates the need for an Operations Manager - Clothing. The position will report to the General Manager, and will be responsible for the overall profitability and day-to-day operation of a number of medium-sized manufacturing units in the UK producing lingerie and various items of men's and ladies' clothing.

The successful candidate will, probably be aged mid-30's upwards and will have significant all-round experience of factory management in the clothing industry. An instinct for style, and for method through from planning to distribution, will be backed by familiarity with both sales and financial control. A history of good industrial relations is important. Initial training could have been as wide-ranging as finance or production engineering.

There is a contributory pension scheme and a private medical insurance scheme. Assistance will be given with necessary relocation expenses and substantial UK travel will be involved.

Letters of application, together with CV, salary progression and any other relevant data, should be sent without delay to Mr. C.A. Cotton, Executive Recruitment Division, Stoy MLH, 3rd Floor, Waterloo House, 20 Waterloo Street, Birmingham, B2 5TF, quoting reference M669.

**STOY
MLH**

Management Consultants

Taylor Woodrow International require the following staff to work in the Middle East.

MAINTENANCE ENGINEER

Experienced Maintenance Engineer required to develop and manage a facility to carry out maintenance on a wide variety of commercial, residential and infrastructure developments. Suitable applicants will have previous experience in hospital or hotel maintenance. Sound basic knowledge of electrical, plumbing and air conditioning services essential.

ELECTRICAL PROJECT ENGINEER

Responsible to the M & E Department Manager for the organisation and running of electrical contracts. Applicants should have experience in both high and low voltage installations together with communication and fire alarm systems. Although not essential, membership of a professional institute would be advantageous.

In both cases applicants must hold a current UK driving licence. Some travel in the country will be required.

Please write or telephone for an application form to: Alan Thornhill, Taylor Woodrow International, Western House, Western Avenue, Ealing, London W5 1EL. Telephone 01-991 3154.



Taylor Woodrow International

TECHNICAL MANAGER

Twydale Turkeys Limited is a leading integrated producer of whole turkeys and turkey products. We employ 500 people. We distribute nationally, under the Twydale brand and under the label of major retailers, a wide range of freshly prepared turkey products and specialist brands for the traditional oven-ready turkey market.

We are looking for a Technical Manager to strengthen the expertise of our existing management team. Responsibilities will be for all technical aspects of production development, process development and quality control functions. The position will involve the preparation and feasibility of capital projects, in order to fulfil the Company's strategic plan.

The person we are looking for will be a graduate in food science or technology and will have up to five years experience in the food industry, preferably in fresh food manufacturing. Involving direct contact with suppliers and customers. The rewards will endorse the importance of this position.

If you believe you have the personality to make things happen and can effectively communicate with management, please apply in writing giving full career details to date. All applications will be treated in strict confidence.

Twydale

(A Member of the
Bibby Group
of Companies)

Mr. J. H. Stork, Personnel Officer,
TWYDALE TURKEYS LIMITED,
Wansford Road, DRIFFIELD, YO25 7NU

Austin Knight Advertising

London: 01-437 9261 Birmingham: 021-454 7351 Bristol: 0272-422681 Chelmsford: 0245 350250 Egham: 33962 Glasgow: 041-248 4111 Manchester: 061-834 9223
Newcastle: 0632 614014 Sheffield: 0743-500251 Southampton: 0703 307111 Weymouth: 7052 North America: S. 41-405-4111 in Europe: 41-405-4111

National Field Sales Manager

We are Stanley Curtain Companies, a Company which is acknowledged as being the innovators of the drapery, hardware and curtain accessories trade. Having recently launched a range of exciting new products we require a Sales Manager to make a positive contribution to the planned expansion of our market share.

The successful candidate will report directly to the General Manager with full responsibility for controlling and motivating the UK field sales force operation towards achieving the planned future growth of the Company.

In order to identify and exploit the sales opportunities of tomorrow, you must have at least a five year proven sales track record in our industry, together with three years experience at management status. It is unlikely that someone below 30 years of age will have the experience and other qualities demanded by this challenging position.

The rewards are a highly competitive salary plus bonus, a 2 litre car, together with other benefits commensurate with an international organisation.

This position is open to both male and female applicants.

Please send your detailed curriculum vitae, together with a resume of your most recent sales achievement to: Mr. J. Birtles, Personnel Manager, Stanley Curtain Companies, Woodside, Sheffield S3 9PD.



Chief Accountant

c.£15K
Key role in high-growth electronics industry

A division of an operating company within one of the UK's major electronics groups, is seeking an ambitious young accountant.

The successful applicant (male or female) will be responsible to the Unit Director for the financial administration of the business, which approaches a turnover of £20m, through the management of a 20-strong department.

The position offers an excellent opportunity for an ACCA/ACMA qualified accountant to gain highly desirable experience, particularly of corporate reporting, within a large organisation.

Candidates should be aged 26-33, already hold a position of responsibility, and have proven management skills.

The negotiable salary will be enhanced with a number of benefits, including assistance with moving to our client's pleasant semi-rural location.

A full cv should be sent in confidence to Confidential Reply Service, Ref: BCC 8992, Austin Knight Advertising UK Limited, Nelson House, Moulsham Street, Chelmsford CM2 0XG.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter.



Technical Assessors

c.£11,500
Birmingham

Economy is of paramount importance to our client, a major West Midlands based service organisation.

In order for them to achieve the most efficient and economic use of technical resources, a method of planning and systems control which gives up-to-the-minute monitoring, is essential.

Our client needs to develop such facilities by recruiting two Technical Assessors to join the Technical Services Division. Aged 30-45, and with engineering degrees backed by post graduate qualifications in Business Studies, applicants (male or female) must have had five years management experience to a transport environment and specific knowledge of the development and operation of work planning and systems analysis as applied to vehicle repair, maintenance and overhaul. Applicants must also be able to demonstrate communication skills, decisiveness and the ability to meet targets.

Though based in Birmingham, the Technical Assessors duties will take them to all parts of the West Midlands and an essential car user allowance is paid.

Please write with full career history to Confidential Reply Service, Ref: ABT 835, Austin Knight Advertising UK Limited, Tricon House, 51-53 Hagley Road, Edgbaston, Birmingham B16 8TP.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.



Electronic Engineers

We'll Train You to Sell and Enjoy Life

Have you considered that your HNC in electronics could be used for a different way of working and a more rewarding life? This is the opportunity you've been looking for.

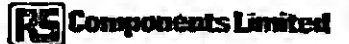
RS Components is the UK's largest distributor of electronic components, which means that we have a long history of success and an investment potential to underwrite continued growth in the future.

It also means that we have opportunities for new people to join us as Technical Sales Representatives.

This is no hard-sell, fast-talking, foot-in-the-door job. Rather, we give you three months' intensive training to Corby to represent RS in an accomplished, thoroughly professional way, meeting customers on a planned basis to discuss with them our proven components and development products.

You should be aged 21 to 35, with at least HNC, plus the desire to get out and meet people whose work interests match your experience. Successful applicants (male or female) will receive a generous salary plus bonuses, together with a Company Car, PPF and attractive relocation package if applicable, plus the support of a secure organisation. The total opportunity offers a chance to use your career and personal skills for much greater satisfaction.

Telephone John Day or Roger Wilkins on Corby (0536) 201234 during office hours or, write requesting application form giving age and qualifications to RS Components Limited, PO Box 99, RS Components Limited, Corby, Northants NN17 9RS.



Key Account Area Managers

c.£17.5K + bonus + 1.8 litre car

In order to improve an already impressive growth record, our client, a leading name in the quality kitchen appliances market, is restructuring their UK sales force.

This has created the need for four energetic and hungry sales professionals, aged 25 to 45, to develop key accounts in each of the following areas: South West and Wales; Northern England and Scotland; Midlands/East Anglia; and the South East. The emphasis to your role will be to develop the sales of a comprehensive product range through established national account outlets, involving extensive travel.

We're more interested in your proven ability to sell, preferably, but not essentially, in a related field rather than paper qualifications. In short, our client is looking for men and women who are ambitious.

On target performance will bring you around £17.5K (you'll be paid a bonus of at least £10K). And there's a comprehensive benefits package as well as a very real potential for career development.

Please write, with your cv, to Confidential Reply Service, Ref: ABK 9113, Austin Knight Advertising Limited, London W1A 1DS.

Please list separately any companies to which you are not interested.



Telecom Sales Consultants

£20K plus
South East and West Country

If you've been watching the press during the last few weeks, you'll be aware that Mtel is in the midst of a major recruitment campaign aimed at attracting some of the highest calibre Sales Consultants in the UK.

The reason for this intense activity is Mtel's decision to create a regional sales network to sell their world-beating PABX products direct to customers. So far the response has been tremendous - with just a few vacancies still available - in South East London and in the West Country. Make no mistake, our standards are high: there are just a few people in the UK who will meet our requirements. Men or women will need to be professionally trained, have a proven track record in telephony, computer or related high technology - and be worth at least £20,000 per annum.

High standards are supported by top benefits:

- * company car + relocation assistance where appropriate + 25 days annual holiday + free BUPA for employee and family + discounted share purchase option + low contribution pension scheme and free life insurance + good progress bonus

Please send your full cv to Peter Frain, Mtel Telecom Ltd, Severnside Estate, Portleway, Newport, Gwent NP23 4YR, quoting ref: SC/DI. Alternatively telephone him, or Jan Malin, on (0291) 423355.



Project Management Software

Gilbert Associates Limited, a subsidiary of the worldwide Gilbert/Comptons Group, require a senior PROJECT MANAGEMENT CONSULTANT to join a growing team responsible for the sale and support of the computerized project control system G/C CUE. This role will include short-term project management assignments, client development, training and sales and marketing support.

If you can demonstrate significant project management experience together with an in-depth knowledge of computerized project control systems, are aged 28 or over and educated to degree level or equivalent, then we can offer you a competitive salary and benefits package.

Please call, or send a detailed curriculum vitae to: Mr. J. O'Brien, Gilbert Associates (Europe) Ltd, Fraser House, London Road, Twickenham, Middlesex TW1 3SE. Tel: 01-891 4383.



Electrical Engineer

To £12,500
North Tyneside

Findus (UK) Limited, one of the country's leading frozen food exporters producing a wide range of high quality frozen foods, have a vacancy at their modern factory complex at Longbenton.

Reporting to the Factory Engineer you will be responsible for all aspects of the site electrical services in which modern control systems are extensively used, experience in the use of programmable controllers is therefore essential.

After 24+ with a minimum of 12 in Electrical/Electronic Engineering, you should have a flexible approach and be capable of making an effective contribution to the engineering team.

Previous experience in a high speed production line environment, particularly related to the food industry, would be an advantage.

For confidential application form, male or female applicants please contact Mr. A. D. Russell, Findus (UK) Limited, Benton Lane, Newcastle upon Tyne NE12 8EP.



Technical Sales Representative

The Water Specialties and Services Business of Albright and Wilson Limited, winner of the Queen's Award for Export in 1983, is seeking to expand its small but aggressive technical sales force in the UK. A vacancy exists for an ambitious, self-motivated person in the South West of England.

Applicants, male or female, should be aged 24-30 and possess a degree in chemistry or chemical engineering. At least 2 years sales experience in selling specialty water treatment products to industry is essential. Preference will be given to those candidates possessing experience in chemical plant operation or management.

An excellent remuneration package including a high basic salary in the range of £9,000-£10,000 plus commission, and company car reflects the importance of this position.

Additional benefits include non-contributory pension and life insurance schemes together with 5 weeks annual holiday.

Applicants possessing a current driving licence who feel that they have the necessary experience and personal qualities are seeking should forward relevant career details to: The Staff Manager, Albright & Wilson Limited, Albright & Wilson House, Hagley Road West, Oldbury, Walsley, West Midlands B68 0NN.



Managing Director

c.£25,000 + car
Midlands

...well defined career progression

A major international group of companies and leaders in precision engineering, our client manufactures and markets worldwide an extensive range of engineering products.

Currently they wish to strengthen their Executive resource by recruiting a Managing Director who has the experience to take charge of a medium sized company and the potential to progress to a more senior appointment within the group.

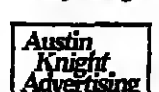
You are likely to be aged 35-45, a Mechanical Engineer probably of chartered status with a background of both mass and batch production. Proven management ability must be reinforced by extensive commercial and financial awareness, particularly in relation to the product, its manufacture and market requirements. In short, a full understanding of 'how to run a Company'.

The initial appointment is likely to be in the North Midlands but, in order to exploit the opportunities our client can offer, you would need to be potentially mobile in every sense.

Salary is negotiable from £25,000 with other benefits including a prestigious car, management bonus scheme, medical and flexible pension arrangements.

Male or female applicants, please apply in writing to Confidential Reply Service, Ref: AMK 846, Austin Knight Advertising UK Limited, Tricon House, 51-53 Hagley Road, Edgbaston, Birmingham B16 8TP.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.



Assistant Mines and Quarries Manager

British Gypsum Limited, a national company, part of the ICI Industries Group, and is a leading manufacturer of gypsum based building materials.

Assisting is a key activity and we operate Mines and Quarries throughout the country.

A vacancy exists for an Assistant Manager to support the Manager in all aspects of one of our mining operations.

Suitable applicants will have a degree in mining engineering or a First Class Certificate or their equivalent, and will be able to demonstrate proven experience in mine production management. Age will not be the deciding factor but we would welcome applications from candidates in their late 20's or early 30's since promotion prospects will exist within the company for such people who have the necessary qualities.

A competitive starting salary and benefits package, including non-contributory superannuation, is offered and relocation assistance will be available where appropriate.

Applications in writing should be sent to: The Chief Mining Engineer, British Gypsum Ltd, Central Mining, Gotham, Nottingham NG11 0LR. Telephone: Nottingham (0602) 830431.



Future Technology Developments, based in Glasgow, is involved in the design and development of high technology hardware and software products mainly for the business computer market.

As a result of a major expansion phase we have immediate requirements for experienced, talented software and hardware personnel educated to degree level in a relevant discipline.

Systems Programmers

Ideal applicants will have a minimum of 3 years' experience in systems programming, preferably in operating system development, communications or local area network.

Familiarity with Intel 8086 or similar, and Digital Research operating systems or Unix is desirable.

Electronic Design Engineers

Suitable candidates will have 1-5 years' experience in circuit design, involving the latest micro-processors and should be fully conversant with high speed digital logic, logic arrays, disc drives etc. A highly innovative and logical approach to design and development is essential.

Future Technology Developments has a wide range of vacancies for senior personnel with sound, relevant experience.

We offer highly competitive salaries which will fully reflect your qualifications and experience, together with a wide range of benefits and relocation packages, where appropriate.

Applicants (male or female) are invited to send a detailed cv or write for an application form to Irene Drisley, Future Technology Developments Limited, Thompson Business Centre, Thompson Street, Glasgow G4 0DN. Tel: 041-554 8082.



Technical Sales Executives

Kampmann (UK) Ltd, an expanding subsidiary of a highly successful multi-national company based in West Germany. We manufacture a unique range of prestigious heating equipment well-known to both architects and consumers.

Continuous growth means that we now need additional Sales Representatives to join our present sales force in obtaining specifications from existing contacts as well as initiating new business. These new positions are based in London, Birmingham and the South of England.

Ideally aged 21 to 30 years old, you must be well educated and possess an aptitude for engineering and design. You should preferably have previous sales experience in a technical field and a working knowledge of German is advantageous but not essential.

Most importantly, you will be hardworking and enthusiastic with the personal drive to succeed within this challenging environment. In return you will receive an excellent basic salary, commission, company car, expenses and tremendous potential for personal development within this expanding group of companies.

Applicants (male or female) should reply in writing enclosing their CV to Mr. M. K. Lewis, Sales Manager, Kampmann (UK) Ltd, 18 Goldsboro Road, 29 Great Portland Street, London W1R 3DD. Telephone: 01-734 6282.



Instrument Engineer Maintenance

Total Oil Marine currently supplies around 40% of the UK's natural gas through the Frigg system. A substantial North Sea operator committed to an expanding programme of offshore activity, we are now developing the Alwyn North Field as an important source of both oil and gas for Britain.

Increased activity within our Maintenance Department has led to the position of Instrument Engineer being immediately available. Reporting to the Maintenance Superintendent you will carry out wide-ranging duties to ensure that all offshore instrument equipment on MCRD is maintained in line with legal and corporate requirements. You will also be active in areas of updating stockholdings, monitoring the Planned Maintenance System, ensuring appropriate training is given to offshore personnel and revising budget expenditure where necessary. The job is onshore based although some trips offshore will be required from time to time.

Aged over 30, candidates possessing an Engineering degree or equivalent should have around 5 years' Offshore/Petrochemical maintenance experience and be familiar with Planned Maintenance Systems and drawing office techniques. Personal qualities of self-motivation and the desire to achieve objectives are also very important.

An excellent index-linked salary is offered together with year-end bonus, BUPA membership, pension and life assurance schemes and a subsidised staff restaurant. Relocation assistance will be available where appropriate.

If you would like an application form please contact: Paula Feathers, Recruitment & Training Officer, Total Oil Marine p.l.c., Crawpeel Road, Aitens Industrial Estate, Aberdeen AB9 2AG. Tel: (0224) 875555 Ext. 3664.

Total Oil Marine
Bringing energy ashore

Design Engineers

New Generation Compressor Design

Hamworthy Engineering have built a reputation as a leading force in pump and compressor technology. Our growth has created three new positions for experienced Engineers within our Pump and Compressor Division. You would be responsible for designing our next generation of compressors with a wide range of marine and industrial applications. With us you would have the opportunity to work, as part of a small design team, on a variety of reciprocating and rotary machine projects.

If you are qualified to HNC level and have around 3 years' design experience in compressors or other reciprocating machinery - particularly diesel engines - Hamworthy can offer the chance to develop your career using the very latest design support facilities.

Prospects for career growth into technical and commercial management positions, are excellent. Salaries for these posts are negotiable and other benefits include 25 days holiday and generous relocation assistance to this pleasant part of the South Coast, renowned for its exceptional leisure and recreational opportunities.

In the first instance, contact Mr. J.A. Cahill, Personnel and Training Manager, Hamworthy Engineering Ltd., Fleets Corner, Poole, Dorset BH17 1TA. Tel: 02023 615123.

Hamworthy
ADVANCED • DYNAMIC • DIVERSE

Electronic Typewriter

c. £13,500 plus car

Sharp Electronics (UK) Limited is expanding its sales representation and wishes to appoint a Representative to cover the North of England.

The Company have an outstanding reputation for a wide range of high quality products in both the Business Equipment and Home Entertainment fields.

The successful applicant will be responsible for all sales through a network of existing trade distributors and the development of additional trade outlets.

Experience of Electronic Typewriters, Word Processing or similar keyboard equipment is preferred but other candidates with office equipment knowledge would be considered. Some experience of sales training would be an advantage.

Earnings in the region of the above are considered realistic. Other benefits include free life assurance and staff purchase discount facilities.

Applications in writing showing career details to date to: Mr. H.N.M. Paxton, General Manager - Personnel, Sharp Electronics (UK) Limited, Sharp House, Thorp Road, Manchester M10 9BE.

The world of **SHARP**
where great ideas come to life.

The sound of a better career in acoustic development

Your abilities will be enhanced by a two month training course in the United States. You'll then work largely on your own initiative in a fully equipped laboratory. Some travel within the UK and possibly in Europe will be necessary.

A salary in the range of £10,540 - £12,725 (currently under review) will be complemented by an extremely attractive benefits package including our Special Car Purchase Plan.

Use your expertise to build a more challenging career in Ford's sound development centre. Please telephone or write to: June Pullen BA777, Ford Motor Company Limited, Research and Engineering Centre, Taindon, Basildon, Essex SS16 6EE. Tel: Basildon (0288) 403245.

Ford's continuing status as leaders in the automotive industry is being emphasised by the construction of a new purpose-built sound development centre in Basildon.

A Senior Engineer is now required for Europe's most advanced sound systems development facility. You will be leading a team involved in the design and development of in-car entertainment systems.

Minimum qualifications of HNC/HND in electronics or physics are essential. You will have at least 6 years' experience in acoustics design and a clear idea of its application to the installation of in-car sound systems. You'll also need excellent communication skills.

Ford

SMITH AND NEPHEW PHARMACEUTICALS LIMITED GROUP PRODUCT MANAGER

An outstanding opportunity to develop your career occurs with Smith & Nephew Pharmaceuticals Ltd who are a British Research Based Company specialising in Ophthalmological and Dermatological products.

We are seeking an experienced Marketing Professional to be responsible for a range of dermatological products, reporting to the Marketing & Sales Director, who will be accountable for sales targets for this product group and responsible for developing and implementing marketing plans, promotional strategy and advertising campaigns.

We seek a life sciences graduate who has at least 2 1/3 years' full product management experience, preferably some of this in the field of dermatology.

The ideal candidate will possess excellent communication skills, be a self-motivated and energetic person who can present to groups of people effectively and who can analyse problems and solve them creatively.

In addition to an attractive salary and a company car, the benefits include generous assistance with relocation expenses where appropriate. Please write with full details of career to date to: Mr. L. Darrell, Divisional Personnel Manager, Smith & Nephew Pharmaceuticals Ltd, Ransford Road, Ransford, Essex RM3 8SL.

Smith & Nephew

A story of innovation in Advanced Engineering & Manufacturing

Our client has received widespread press acclaim for their engineering achievements. They are a truly innovative company that has expanded dramatically and has based its increasing commercial success on maintaining the highest standards of engineering excellence.

This is an organisation controlled by working engineers - a fast growing division of a major 'blue chip' group who are recognised market leaders in their field and enjoy a

reputation for innovation and engineering creativity. It is above all an environment where the engineering challenge is high and lead times between design and manufacture are typically very short.

Now, as a direct result of investment in a major new development programme involving a move to a new factory and the introduction of major new products, the company is ready to further strengthen their engineering team.

Manufacturing Development Manager

Aged 28-35 c. £21,000 pa + bonus in a scale rising to £28,000

This is a vital and important senior role, reporting to a director, with a clear and unequivocal brief - to prove the feasibility of advanced manufacturing technologies in a low volume hardware assembly environment (10,000-100,000 units per year). The company is committed to achieving the very highest levels of quality and reliability and has all the financial and technical resources to fully implement your recommendations.

The need is for an Engineer with proven management skills, who can demonstrate a record of real career progression through production, industrial engineering or product engineering. The role demands an individual with vision who has the imagination and flair to apply creative engineering techniques plus the determination to see projects through to implementation. Familiarity with MRP systems and particularly MRP/ICS would be useful.

Project Engineers

Aged 26-30 c. £15,500 pa + bonus in a scale rising to £21,000

The company has achieved a reputation for excellence in quality and reliability of hardware that is unparalleled in their industry. To reflect their commitment to setting the highest standards they now require two additional Engineers to lead Reliability Projects. One Engineer is likely to have a Mechanical engineering background, and the other will be an Electrical engineer - both will be creative thinkers and problem solvers who enjoy a practical as well as a theoretical challenge.

Your task will be to reach new heights of machine reliability by introducing innovative and 'infallible' design techniques. This will involve liaison with people in many other functions so you must have well-developed interpersonal and communicative abilities. Qualified to degree/OND level you should also preferably have some experience in office equipment/light engineering or a related sector.

Design Engineer

Aged 23-38 c. £12,000 pa + bonus in a scale rising to £15,500

First class detailed design is vital to this company, and they now need a young, ambitious Engineer who is looking for more scope. Probably of graduate calibre in Mechanical or Electrical Engineering, you should ideally have good design/drafting experience.

**MOXON
DOLPHIN
& KERBY LTD**

You will be given your own projects and be responsible for the detailed design, test and evaluation of components and assembly procedures for new advanced engineering products. This will provide involvement in all stages of a new product - from the preparation of initial design drawings, through proposals and prototype test, and into production.

Production Engineer

Aged 23-28 c. £12,000 pa + bonus in a scale rising to £15,500

This is an opportunity to make an important and visible engineering contribution at their new factory which will be ready for occupation in the New Year. You will have a key role in the layout of the new factory and will provide a full production engineering role - recommending and implementing advanced manufacturing techniques in a low/medium volume environment.

The need is for someone qualified to degree/OND level, who has a sound knowledge of manufacturing techniques and the application of production engineering/work study methods - preferably within a light engineering environment.

Control Engineer

Aged 26-30 c. £15,500 pa + bonus in a scale rising to £21,000

This new position reports to the Manufacturing Development Manager and carries responsibility for the specification and commissioning of electrical and control equipment for manufacturing systems. Your brief will include the development of systems specifications and software for programmable controllers/computers, and the commissioning of these systems.

Qualified to degree level in electrical engineering, you should have 5 years' experience in the design and development of instrumentation and control systems and have a sound knowledge of real-time digital control equipment and computer systems and of appropriate programming languages.

As we have already mentioned, this is an organisation run by professional engineers and the talented and motivated person who is looking for a dynamic career with financial rewards and career progression will fully reflect both individual and business performance. In addition to the salaries quoted, our client also offers a full range of valuable benefits which include generous relocation assistance to their attractive location in the Bexley/Hants area.

For more information, please write with a full c.v. or telephone, applying to: S. Stephenson, Moxon Dolphin & Kerby Ltd., 176-202 Great Portland Street, London W1N 5TB, quoting ref. SS/4201/DT. Tel: 01-631 4411.

COMMUNICATIONS SYSTEMS AT THE SPEED OF LIGHT. CAREERS IN A COMPANY THAT'S GROWING AS FAST.

To the business community, Telecom Gold's electronic mail and other communications services mean reduced paper flow and better, faster communications.

To you, they could mean the best career opportunities you've seen this year, or any year. It takes growth to create the opportunities that can turn ambitions into actions, and to open up completely new opportunities you may not even have imagined.

And growth is something that Telecom Gold is achieving in a big, big way. In March 1983, we were serving 125 companies, 1800 users.

Last month, that figure had grown to 15,000 users.

And with new users at the rate of 500 a month, the graph is still climbing as breathtakingly

steeply as ever. Mind you, we don't expect our people to live on excitement and prospects alone. As well as the kind of salaries that prove we're serious about attracting the best people, our list of benefits include BUPA and a remarkably good pension scheme.

If you like the sound of the company and the look of our jobs, don't waste any time before you get in touch.

Because with us, communications isn't the only thing that goes quickly.

Systems Engineers up to 16K

We need Systems Engineers at all levels who have worked in Communications or Message Switching Software Development.

It will be an advantage if you have had experience of using Prime Hardware and Fortran, although it's not essential.

TELECOM GOLD

Consultants up to 16K

We are looking for consultants with varying degrees of experience in client application development or Management Information Systems. A knowledge of Fourth Generation languages and Database techniques would be an advantage.

Customer Support Executives 7-9K

You will be handling customer accounts, servicing sales enquiries and training users as well as providing customer support to cover all our services and related hardware. We will train you fully in our products.

Phone Helen Jones now on 01-403 6777 for an application form. Complete it and when we've received it we'll invite you along to our open evening. Telecom Gold Limited, 60-68 St. Thomas Street, London SE1 3QU.

Britoil, as part of its aggressive exploration policy, is heavily committed to developing the highest level of technology in support of its UK and International activities. Our Glasgow based Exploration Data Processing Department has an important role to play in ensuring that success.

Exploration and appraisal of more subtle hydrocarbon accumulations on the UK Continental Shelf mean that there are even greater challenges facing our Processing Geophysicists. To help in their analyses sophisticated computer hardware is at their disposal, equipped with peripheral devices and software and supported by an experienced software team.

As a result of our continuing growth we are looking for a graduate with 4 to 7 years' experience who can demonstrate proven skills in SEISMIC PROCESSING.

If you are the sort of person we are looking for you will also be capable of making sound judgements on a variety of techniques, initiating ideas, and communicating equally with management, colleagues and contractors.

You will be responsible for processing a range of seismic projects and, in some cases, monitoring large scale projects being processed by contractors.

We offer a highly competitive salary and benefits package which includes generous assistance with relocation arrangements, where appropriate, outstanding pension and life assurance provisions and private medical cover.

If you are confident that you possess the technical and creative skills we seek, then please send a comprehensive C.V. (or ask for an application form) quoting reference Expl. 276, to: Paul Wilkinson, Personnel Officer, Britoil plc, 150 St Vincent Street, Glasgow, G2 5LJ. This post is open to men and women.

PROCESSING GEOPHYSICISTS

Britoil
Energy at work for Britain

FURTHER ANNOUNCEMENTS APPEAR TODAY ON PAGES 10, 11, 12, 13 & 14

MARKETING/ OPERATIONS DIRECTOR

A Major International Trading and Supply Group is seeking to recruit a Marketing/Operations Director to be based at the London W1 Head Office.

The ideal candidate will have proven trading experience in the oilfield and petrochemical industries, with excellent contacts in both; together with a working knowledge of procedures in the Middle East and North Africa. Five to seven years working experience on supply and freight contracts would also be required. Extensive travel is envisaged.

The appointment offers a Directorship, an excellent salary, profit related bonus system, pension scheme and medical insurance. There are development opportunities for the successful candidate to achieve a Group Main Board Directorship in the future.

Please write with full curriculum vitae to: M.D.18692, Daily Telegraph, E.C.4.

GENERAL MANAGER

Light Mfg Industry c. £20,000 + car

A most excellent career opportunity

Our Client is a well established profitable, medium-sized company producing high quality, low cost packaging and display material. Through the excellence of their innovative and imaginative design, plus dynamic marketing, they have achieved an international reputation. Major customers are the world's leading brand names in the cosmetic, jewellery and similar industries. Reporting to the Chief Executive, you will be responsible for the successful management of the company's manufacturing, warehousing and distribution operations. Manufacturing is carried out in the custom-built factory with modern plant and machinery plus specialist in-house designed production equipment. It is essential that your experience should include responsible involvement with modern business methods involving computer systems, financial accounts plus the overall management of a light manufacturing company producing competitive top quality products.

Probably in your early 30's (but flexible) your professional discipline could be in Engineering, Accountancy, or Business Studies. It is a managerial competence, experience, drive and the ability to achieve results that is the job demands.

This is an outstanding opportunity with a developing, profitable company offering an excellent salary, company car and a realistic benefits package including relocation assistance etc. Location is a pleasant coastal town with good residential property at reasonable prices.

Applicants should telephone Gilbert Brown on 01-537 0212 or write quoting Ref. G247

IPG Technical Recruitment Ltd.

Julia House 25-29 Gt. Portland St. London W1N 5AD Tel 01-537 0212 (24hrs)

Professionals in Selection & Search

SITUATIONS VACANT

RESEARCH ENGINEER
The client is a leading manufacturer of electronic equipment. They are seeking a Research Engineer to develop new products. The successful candidate will be responsible for the design and development of electronic circuits and systems. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

GENERAL

ACCOUNT MANAGER
A leading financial services company is seeking an Account Manager to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

ACCOUNT MANAGER

A leading financial services company is seeking an Account Manager to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

ACCOUNTS TRAINER

A leading financial services company is seeking an Accounts Trainer to train new staff. The successful candidate will be responsible for developing and delivering training programmes. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

BISHOP'S STORTFORD COLLEGE

BURSAR
The college is seeking a Bursar to manage the financial affairs of the institution. The successful candidate will be responsible for the collection of fees, the payment of bills, and the management of the college's finances. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

REED ACCOUNTANCY

A leading accountancy firm is seeking a Reed Accountant to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

IMMEDIATE OPENINGS FOR

ACCOUNTANTS
A leading accountancy firm is seeking Accountants to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

ACCOUNTANT PERSONNEL

A leading accountancy firm is seeking an Accountant Personnel to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

INSURANCE

A leading insurance company is seeking an Insurance Agent to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

PLAN YOUR FUTURE

A leading financial services company is seeking a Plan Your Future Advisor to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

ACCOUNTANT

A leading accountancy firm is seeking an Accountant to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

ACCOUNTS MANAGER

A leading financial services company is seeking an Accounts Manager to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

TEMPORARIES

A leading temporary employment agency is seeking Temporarily Employed staff to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

TEMPORARY ASSIGNMENTS

A leading temporary employment agency is seeking Temporarily Assigned staff to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

COMPUTER STAFF

A leading computer services company is seeking Computer Staff to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

ARCHITECTURAL SALESPERSON

A leading architectural services company is seeking an Architectural Salesperson to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

STRATEGIC MARKETING INTERNATIONAL

A leading strategic marketing company is seeking a Strategic Marketing Specialist to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

FINANCIAL MANAGEMENT CONSULTANT

A leading financial management consultancy is seeking a Financial Management Consultant to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

GUILD FORD AREA FPM (MANAGEMENT) LTD.

A leading financial management consultancy is seeking a Financial Management Consultant to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

ENGINEERS

A leading engineering company is seeking Engineers to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

AIRCRAFT DESIGNERS

A leading aircraft design company is seeking Aircraft Designers to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

MANAGEMENT TRAINING

A leading management training company is seeking a Management Training Specialist to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

A NEW CAREER IN MICRO-COMPUTER SALES

A leading micro-computer sales company is seeking a Micro-computer Salesperson to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

NASHUA COPIERS - MIDDLE EAST

A leading copier company is seeking a Copier Salesperson to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

MANAGEMENT TRAINING

A leading management training company is seeking a Management Training Specialist to handle a portfolio of clients. The successful candidate will be responsible for maintaining and developing client relationships. The position offers a competitive salary and excellent benefits. Please send your CV to: [Address]

ACCOUNTANTS QUALIFIED AND PART QUALIFIED

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Sport ON 4 PAGES

RIGHTHAND MAN SUITED BY THIS STAMINA TEST

By HOTSPUR (Peter Scott)

LONG-DISTANCE chases highlight this afternoon's racing. Hallo Dandy runs at Kempton Park in the Lutteur III Chase, named after another Grand National winner. Righthand Man heads the St Helens Handicap Chase field at Haydock Park.

There has been no younger Grand National winner than Lutteur III, who was only five years old when successful in 1909. Hallo Dandy won at the much more usual age of 10 last spring, after finishing fourth in 1983.

Hallo Dandy began this season with a close second to Fortina's Express at Ayr, but then finished a moderate

last season and ran his heart out in a couple of narrow defeats. Lucky Lancer, who beat him by a neck at Newcastle in February, misses the St Helens Handicap because of a bad leg. The runner-up, Heinecke, a 10-year-old, was a moderate success at Ayr, but then finished a moderate

fourth to Last Suspect and Crosa at Worcester. Kempton Park may not be the ideal course for Hallo Dandy and Crosa should continue to show a similar weight difference. Crosa followed her Worcester second by tackling Righthand Man at Cheltenham, but he gave her the race, a beating of more than 20 lengths. That runaway victory should be the ideal confidence-builder for Righthand Man, who failed to win

Helens Chase when it was last run in 1982. Righthand Man may have more to fear from Why Forget. Easy winner last week from a Kelsie field that included Midcock, Worcester and a number of other runners, Why Forget finished second in the William Hill Scottish National at Ayr last spring.

Righthand Man, favourite for the race, has been a hard-living horse, but the previous month had probably left its mark. The Northern Junior Hurdle

was won by a 10-year-old, but the previous month had probably left its mark. The Northern Junior Hurdle

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Wayward Lad (Robert Earnshaw), jumps the last fence on his way to victory in yesterday's Edward Hamner Memorial Chase at Haydock Park.

Wayward keeps up Dickinson tradition

By HOWARD WRIGHT

MONICA Dickinson continued her stable's run of success in the Edward Hamner Memorial Handicap Chase at Haydock Park yesterday when Wayward

Lad put on an impressive display. And the Harewood trainer is on target for an even more remarkable family achievement.

Participation, receiving 4lb from Burnbrook Again, is slightly preferred. Benja is short head by cross at Newbury in days ago. Participated would surely have won that race but for misjudging the last hurdle.

Senior retiree Hopes that El Gran Senior might race again, but he has been finally dispensed and he returns to Wincfield Farm, Kentucky.

A mid-season foot injury prevented his running after the Irish Derby and the financial pressures of a start in his stud career have meant that he has been unable to race since 1982.

Mr Robert Sangster, whose colours were carried by El Gran Senior, said that he was disappointed that he was unable to race again, but he was pleased that he had been able to win the 1982 St Leger.

Milliagade Lillie, now in foal to Storm Bird, has Mrs Penny in the 1980 St Leger. Miss Toshiba, by Sir Ivor, won good races both in Europe and the United States.

Bruckbank will not be frightened of taking on Wayward Lad at Cheltenham in March. But he will be the track will be ideal. But he will be the track will be ideal.

That was where I was going to say, but I don't think it's better now. He'll probably come back to Haydock for the Tenny Whittle Handicap Chase to three weeks' time.

Wayward Lad would have a pre-race check-up at Wetherby. Charlie Hall Memorial Chase at Wetherby.

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LUNEDALE IS BEST OF DAY

By Our Course Correspondent

LUNEDALE, who gave Queen Elizabeth, the Queen Mother her first success of the season at Sandown Park this month, may pass a sterner test in today's Flyover Novices' Chase (1.45) at Kempton Park.

Lunedale had previously found two miles too short at Worcester, but showed his appreciation for today's trip when, coming home by 25 lengths from Golden Minstrel at Sandown.

Fulke Walwyn thinks a great deal of Lunedale and believes he will make up into a very good horse with experience. Darc Havel, who took advantage of Warner for Leisure's fall over this course last time, may provide good opposition.

Oavid Elsworth has his string in top form and Allied Newcastle may maintain the momentum by making a strong challenge. Light weight in the Fairview Homes Handicap Hurdle (4.15).

She made a successful reappearance at Taunton in October to End of the Road and Kelly's Boy at Chesham recently.

Gala's longshot to improve on his promising Newbury third in Welsh Warrior in the Motorway Novices' Hurdle (Div. 1, 3.55) and Astarac, running up to Half Free in the Mackeson Gold Cup, may defy top weight in the Staines Conditional Jockeys Handicap Chase (12.45).

COURSE SPECIALISTS KEMPTON PARK

1.25-1.30-1.35-1.40-1.45-1.50-1.55-2.00-2.05-2.10-2.15-2.20-2.25-2.30-2.35-2.40-2.45-2.50-2.55-3.00-3.05-3.10-3.15-3.20-3.25-3.30-3.35-3.40-3.45-3.50-3.55-4.00-4.05-4.10-4.15-4.20-4.25-4.30-4.35-4.40-4.45-4.50-4.55-5.00-5.05-5.10-5.15-5.20-5.25-5.30-5.35-5.40-5.45-5.50-5.55-6.00-6.05-6.10-6.15-6.20-6.25-6.30-6.35-6.40-6.45-6.50-6.55-7.00-7.05-7.10-7.15-7.20-7.25-7.30-7.35-7.40-7.45-7.50-7.55-8.00-8.05-8.10-8.15-8.20-8.25-8.30-8.35-8.40-8.45-8.50-8.55-9.00-9.05-9.10-9.15-9.20-9.25-9.30-9.35-9.40-9.45-9.50-9.55-10.00-10.05-10.10-10.15-10.20-10.25-10.30-10.35-10.40-10.45-10.50-10.55-11.00-11.05-11.10-11.15-11.20-11.25-11.30-11.35-11.40-11.45-11.50-11.55-12.00-12.05-12.10-12.15-12.20-12.25-12.30-12.35-12.40-12.45-12.50-12.55-13.00-13.05-13.10-13.15-13.20-13.25-13.30-13.35-13.40-13.45-13.50-13.55-14.00-14.05-14.10-14.15-14.20-14.25-14.30-14.35-14.40-14.45-14.50-14.55-15.00-15.05-15.10-15.15-15.20-15.25-15.30-15.35-15.40-15.45-15.50-15.55-16.00-16.05-16.10-16.15-16.20-16.25-16.30-16.35-16.40-16.45-16.50-16.55-17.00-17.05-17.10-17.15-17.20-17.25-17.30-17.35-17.40-17.45-17.50-17.55-18.00-18.05-18.10-18.15-18.20-18.25-18.30-18.35-18.40-18.45-18.50-18.55-19.00-19.05-19.10-19.15-19.20-19.25-19.30-19.35-19.40-19.45-19.50-19.55-20.00-20.05-20.10-20.15-20.20-20.25-20.30-20.35-20.40-20.45-20.50-20.55-21.00-21.05-21.10-21.15-21.20-21.25-21.30-21.35-21.40-21.45-21.50-21.55-22.00-22.05-22.10-22.15-22.20-22.25-22.30-22.35-22.40-22.45-22.50-22.55-23.00-23.05-23.10-23.15-23.20-23.25-23.30-23.35-23.40-23.45-23.50-23.55-24.00-24.05-24.10-24.15-24.20-24.25-24.30-24.35-24.40-24.45-24.50-24.55-25.00-25.05-25.10-25.15-25.20-25.25-25.30-25.35-25.40-25.45-25.50-25.55-26.00-26.05-26.10-26.15-26.20-26.25-26.30-26.35-26.40-26.45-26.50-26.55-27.00-27.05-27.10-27.15-27.20-27.25-27.30-27.35-27.40-27.45-27.50-27.55-28.00-28.05-28.10-28.15-28.20-28.25-28.30-28.35-28.40-28.45-28.50-28.55-29.00-29.05-29.10-29.15-29.20-29.25-29.30-29.35-29.40-29.45-29.50-29.55-30.00-30.05-30.10-30.15-30.20-30.25-30.30-30.35-30.40-30.45-30.50-30.55-31.00-31.05-31.10-31.15-31.20-31.25-31.30-31.35-31.40-31.45-31.50-31.55-32.00-32.05-32.10-32.15-32.20-32.25-32.30-32.35-32.40-32.45-32.50-32.55-33.00-33.05-33.10-33.15-33.20-33.25-33.30-33.35-33.40-33.45-33.50-33.55-34.00-34.05-34.10-34.15-34.20-34.25-34.30-34.35-34.40-34.45-34.50-34.55-35.00-35.05-35.10-35.15-35.20-35.25-35.30-35.35-35.40-35.45-35.50-35.55-36.00-36.05-36.10-36.15-36.20-36.25-36.30-36.35-36.40-36.45-36.50-36.55-37.00-37.05-37.10-37.15-37.20-37.25-37.30-37.35-37.40-37.45-37.50-37.55-38.00-38.05-38.10-38.15-38.20-38.25-38.30-38.35-38.40-38.45-38.50-38.55-39.00-39.05-39.10-39.15-39.20-39.25-39.30-39.35-39.40-39.45-39.50-39.55-40.00-40.05-40.10-40.15-40.20-40.25-40.30-40.35-40.40-40.45-40.50-40.55-41.00-41.05-41.10-41.15-41.20-41.25-41.30-41.35-41.40-41.45-41.50-41.55-42.00-42.05-42.10-42.15-42.20-42.25-42.30-42.35-42.40-42.45-42.50-42.55-43.00-43.05-43.10-43.15-43.20-43.25-43.30-43.35-43.40-43.45-43.50-43.55-44.00-44.05-44.10-44.15-44.20-44.25-44.30-44.35-44.40-44.45-44.50-44.55-45.00-45.05-45.10-45.15-45.20-45.25-45.30-45.35-45.40-45.45-45.50-45.55-46.00-46.05-46.10-46.15-46.20-46.25-46.30-46.35-46.40-46.45-46.50-46.55-47.00-47.05-47.10-47.15-47.20-47.25-47.30-47.35-47.40-47.45-47.50-47.55-48.00-48.05-48.10-48.15-48.20-48.25-48.30-48.35-48.40-48.45-48.50-48.55-49.00-49.05-49.10-49.15-49.20-49.25-49.30-49.35-49.40-49.45-49.50-49.55-50.00-50.05-50.10-50.15-50.20-50.25-50.30-50.35-50.40-50.45-50.50-50.55-51.00-51.05-51.10-51.15-51.20-51.25-51.30-51.35-51.40-51.45-51.50-51.55-52.00-52.05-52.10-52.15-52.20-52.25-52.30-52.35-52.40-52.45-52.50-52.55-53.00-53.05-53.10-53.15-53.20-53.25-53.30-53.35-53.40-53.45-53.50-53.55-54.00-54.05-54.10-54.15-54.20-54.25-54.30-54.35-54.40-54.45-54.50-54.55-55.00-55.05-55.10-55.15-55.20-55.25-55.30-55.35-55.40-55.45-55.50-55.55-56.00-56.05-56.10-56.15-56.20-56.25-56.30-56.35-56.40-56.45-56.50-56.55-57.00-57.05-57.10-57.15-57.20-57.25-57.30-57.35-57.40-57.45-57.50-57.55-58.00-58.05-58.10-58.15-58.20-58.25-58.30-58.35-58.40-58.45-58.50-58.55-59.00-59.05-59.10-59.15-59.20-59.25-59.30-59.35-59.40-59.45-59.50-59.55-60.00-60.05-60.10-60.15-60.20-60.25-60.30-60.35-60.40-60.45-60.50-60.55-61.00-61.05-61.10-61.15-61.20-61.25-61.30-61.35-61.40-61.45-61.50-61.55-62.00-62.05-62.10-62.15-62.20-62.25-62.30-62.35-62.40-62.45-62.50-62.55-63.00-63.05-63.10-63.15-63.20-63.25-63.30-63.35-63.40-63.45-63.50-63.55-64.00-64.05-64.10-64.15-64.20-64.25-64.30-64.35-64.40-64.45-64.50-64.55-65.00-65.05-65.10-65.15-65.20-65.25-65.30-65.35-65.40-65.45-65.50-65.55-66.00-66.05-66.10-66.15-66.20-66.25-66.30-66.35-66.40-66.45-66.50-66.55-67.00-67.05-67.10-67.15-67.20-67.25-67.30-67.35-67.40-67.45-67.50-67.55-68.00-68.05-68.10-68.15-68.20-68.25-68.30-68.35-68.40-68.45-68.50-68.55-69.00-69.05-69.10-69.15-69.20-69.25-69.30-69.35-69.40-69.45-69.50-69.55-70.00-70.05-70.10-70.15-70.20-70.25-70.30-70.35-70.40-70.45-70.50-70.55-71.00-71.05-71.10-71.15-71.20-71.25-71.30-71.35-71.40-71.45-71.50-71.55-72.00-72.05-72.10-72.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Milk Cup Soccer

DIXON'S THREE SENDS CHELSEA ON THEIR WAY

By DONALD SAUNDERS

Chelsea 4 Manchester City 1

KERRY DIXON scored his second hat-trick of the season, at Stamford Bridge last night to help Chelsea sweep aside Manchester City and march impressively into the quarter-finals of the Milk Cup.

The formidable striking partnership of Dixon and Speedie put Chelsea in complete command in the first half-hour, on a muddy, rain-soaked pitch.

HOWE PLANS TOP-QUALITY SIGNING

By ROGER MALONE

DON HOWE, the Arsenal manager, whose side has slipped from table-topping brilliance, last night explained his strategy—in the recent past and immediate future—in the transfer market.

Having failed with a bid of "well over a half-million pounds" for Watford's John Barnes, Mr Howe will continue attempts "to acquire another top-quality player to our squad."

When his cash offer failed for Barnes, Mr Howe asked Graham Taylor, Watford's manager, if he would be tempted by having an Arsenal player. He said no, he simply would not let Barnes go, said Mr Howe.

Adams emerges

Does this mean Arsenal remain willing to part with first-team men as Mr Howe looks elsewhere in the market? "I am not looking in part with good players," he might have to give a little in any future negotiations to "bring in a top-quality player," Mr Howe said.

Speculation exists that with the emergence of Tony Adams, the England youth captain, as a centre-back for Arsenal, Mr Howe might be tempted to part with a player who could become transfer market.

Mr Howe answered: "Adams gives me three very good centre-backs to choose from. I'm not thinking of letting any of them go. Where would we be if we lost a half-centre?"

Whether Graham Rix is going to recover from protracted Achilles tendon problems to play a significant role in the campaign for honours this season is another part in the jigsaw.

Today Mr Howe switches from searching the market to visit his England international, midfielder Peter at his rehabilitation centre.

"The end of this week could be decision time on whether Graham must have an operation," explained Mr Howe, whose need to acquire another top class player would increase if Rix is to be sidelined for a long period.



Kerry Dixon, whose hat-trick set Chelsea on the road, and (right) David Speedie, ever on the alert.

CHANNON STRIKES No. 300

By MICHAEL CALVIN

Norwich ... 3, Notts. C. ... 0
MIKE CHANNON scored his 300th senior goal to add to the curiosity value of Norwich's abashed Milk Cup victory over Notts County at Carrow Road last night.

The air of expectancy generated by the prospect of a quarter-final place was heightened by the return of Justin Fashanu and Martin O'Neill, influential figures in a Notts County side struggling at the bottom of the Second Division.

Both were duly booed by their former fans. But for the neutral, the most intriguing aspect of a four-match was the meeting of League football's two Dave Watsons.

The Norwich captain had little chance to underline his international potential as the underdog concentrated on containing the visitors' attack. Fashanu, who made his first full appearance for the club in 17 years, found it increasingly difficult to rely on his positional sense.

Teenage pace

Norwich took time to exploit the natural pace of Donovan and Gordon, their teenage wingers, but both showed a frustrating fallibility in front of goal.

They, and Deehan, missed acceptable chances before the home side broke through 90 seconds from the start.

Gordon flicked the ball to Fashanu, who was in the right place at the right time to connect with a scorching header.

Fashanu was booked for a rash foul on Donovan. An isolated figure in attack, he became more obvious when, minutes into the second half, he created an opening which Harkouk squandered with a mis-hit shot.

That error emphasised how the game had degenerated, and Deehan screwed his shot well wide when he had only McDonald to beat.

Deehan alone in spectacular style as Norwich scored twice in seven minutes to seal the tie. He scored with an unchallenged header, then supplied Donovan with a simple close-range shot which gave the exposed goalkeeper no chance.

Deehan's goalkeeping was poor, but he was not the only one. Fashanu, who was booked for a rash foul on Donovan, was also booked for a rash foul on Donovan.

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Spurs force draw at Roker Park

By DENIS LOWE

Sunderland ... 0, Tottenham ... 0

CHRIS Turner, a brave and defiant goalkeeper, was the game's outstanding player at Roker Park last night, with superb saves from Falco, Allen and Chiedoie.

Turner, who had been in the goal since his first game for the club, made a superb save from Falco's shot, and then kept out Chiedoie's header.

Turner's performance was a real credit to himself, and he was well supported by his fellow players, who were all in the spirit.

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MEGSON FOR NEWCASTLE

GARY MEGSON, the Nottingham Forest midfielder, has agreed to a £130,000 move for the former Plymouth and Everton player.

Jack Charlton, Megson's former manager at Wednesbury, has agreed to a £130,000 move for the former Plymouth and Everton player.

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BOGNOR UPSET SWANSEA

By a Special Correspondent

Bognor ... 3 Swansea ... 1

BOGNOR REGIS, of the Isthmian League, sprung the shock of the FA Cup last night, beating Third Division Swansea City on a passion-filled night on the Sussex coast.

After a slow, subdued start, the non-league began where they left off so impressively at the Vetch Field on Saturday: Rimmer had to be quick of his line to stop Cooper and he dropped a Farislow freekick.

Bognor struck with a marvellous goal on 31 minutes from midfielder Paul Pullen. A real buzz went around the hall wide as the left to Cooper, Bognor's most influential player, and scorer of their goal in the 1-1 draw.

Cooper's centre was perfectly placed, curling away from Rimmer, and Pullen came steamrolling to head home on the far post.

In contrast, Swansea's powerful attack struggled against Bognor's defence, marshalled effectively by the skilful Hilder.

The second half followed the same pattern as the first. Swansea's attacks and touches were going astray on the slippery Newwood Lane surface.

It was against the run of play when Marusik, Swansea's Welsh international, booked a pass from Richard Cleverly over goalkeeper Vijay from an acute angle.

The silence that greeted the goal was broken by a roar from the Swansea supporters, who were killing time for a corner.

Pullen, the club's commercial manager, added his second goal to the first, and then took Bognor into the second round for the first time in their history, and so away to the Welsh Cup.

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Show Jumping

Whitaker excels in fine British start

By ALAN SMITH in Berlin

MICHAEL WHITAKER, who was not allowed to compete at last year's Berlin International, made up for lost time with a double at yesterday's opening session on Owen Gregory and Disney Way. And Liz Edgar took the other event on Furry.

The results

But it was not all joy for Whitaker. He jumped Disney Way again in the competition Mrs Edgar won and halfway round, realised the horse was lame and had to lead him from the ring.

"There's no mark," said Whitaker who thought Disney Way might have strained his leg at an early jump. He was planning to pack ice round it and then could only wait and see.

Whitaker had said after completing his double: "After a start like that there is no way to go but down, but this was a particularly cruel ending to my day."

Twelve months ago, he still had to be either invited or nominated to compete in a World Cup show and the B.S.J.A. failed to make it clear to the organisers that he was their nomination. But now he is high enough on the list of European riders—equal second—to go to any qualifier.

Halfway through the first round of the Volvo World Cup in Amsterdam 10 days ago, and Whitaker had not come on to Berlin.

Austria's Ingo Simon, third to Owen Gregory on the Furry, took second place behind Disney Way in the Coca-Cola Prize with Lucy, who won 17 for Switzerland, had not come on to Berlin.

Clear rounds were hard to achieve in this marathon with 60 starters, but Disney Way showed a brilliance that made his later mistake all the more unfortunate.

But even at his best he would have been pushed to beat Mrs Edgar and Furry in the Helmut Kohl Prize. Mrs Edgar has ridden Furry at only three other international shows, Amsterdam, Hannover and here, and has now won at each of them. Harvey Smith, who started a nervous Welsh start to the five-day show by finishing second on Sanyo Cadencia.

Disney Way brilliant
Whitaker and Owen Gregory, former winners of the Hickstead Jumping Derby, were second in

Atlantic Weather—Noon Nov. 21
Low "P" will drift slowly north-east and fill slowly, as Low "F" fills and loses its identity.

British Resorts
Report for the 24 hours to 6 p.m. yesterday.

Forecast for Nov. 22
Black circles show temperatures expected to Fahrenheit. The equivalent temperature in Celsius is shown in brackets. Arrows indicate wind direction and speed in m.p.h. Pressures in millibars and inches.

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Tokyo 62 11
Tulsa 62 11
Umea 62 11
Vancouver 62 11
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Wellington 62 11
Winnipeg 62 11
Yokohama 62 11

Welsh Make Salmon Plea
By Derek Fletcher
The Welsh Water Authority yesterday appealed to 15,000 anglers who fish their legally required catch return.

It is only through the return of vital information on the population and habits of salmon that the fish can be protected and the industry maintained.

Anglers who fail to provide returns could lose their right to a licence, but Welsh Water prefer to rely on their commonsense.

Lighting-up time 4.35 p.m. to 5.30 p.m. Sun. rises 7.31 a.m. Sun. sets 4.44 p.m. Moon rises 6.44 a.m. Sets 8.45 p.m. High water at Cardiff 12.48 p.m. (22.81); 1.10 a.m. (23.81); 1.10 a.m. (23.81); 1.10 a.m. (23.81).

New Moon 10.57 p.m.

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